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No. 89-01

JOURNAL OF PROCEEDINGSFIRE COMMISSIONSpecial Meeting - Tuesday - January 3, 1989 - 1800 Hours

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James O. Jefferson
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons, and
Commissioner Henry E. Berman was excused because of illness.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
Howard L. Slater

- Fire Prevention
- Support Services

Chief Officers - Firefighting Service:

William M. Shaughnessy
James R. Lynch
James P. Olson

- Division 1
- Division 2
- Division 3

2. Adoption of the minutes of the Regular Meeting of December 13, 1988.

Commissioner Bretz moved and Commissioner Quinn seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "G" and "I" through "K") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. President Jefferson asked to remove Item "H" from the Consent Calendar.

3. CONSENT CALENDAR

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

Rank	Dates	Days	Military Organization	Purpose
H2D LT	12-18-88 thru 12-19-88	2	US Coast Gd. Res. Yerba Buena Is., CA	Attend Active Duty Training

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during November, 1988.

C) Monthly Report - Earthquake Preparedness

Submitting monthly report from Director, Earthquake Preparedness Program, concerning activities performed during October and November, 1988.

D) Limited Tenure Appointments

Reporting the following LIMITED TENURE appointments:

EFFECTIVE DATE - DECEMBER 19, 1988

H4 Inspector

Donald B. Del Bene
(vice: Wylie Low,
retired)

James M. Gravanis
(vice: Robert Willett,
retired)

Ernest F. Li
(vice: Walter Baine,
apptd. H22 Lieut.)

3. CONSENT CALENDAR

E) Separation/Reinstatement

Reporting that probationary Lieutenant John W. Hester has been separated from his appointment as H20 Lieutenant, effective close of business December 16, 1988, and reinstated to his former position as H2 Firefighter, effective December 17, 1988.

F) Suspension

Reporting that the Fire Commission decision rendered 11-08-88 has been finalized, and that Lieutenant Adrian Terranova has been suspended without pay for 45 days, beginning December 9, 1988, and concluding January 23, 1989, for violations of the Rules and Regulations as follows:

Section 3913 - Use of Intoxicants

Section 3955 - Incompetency Resulting
from Unbecoming Conduct

G) Suspension

Reporting that H2 Firefighter Jerry Puckett has been suspended for an indefinite period of time, effective December 8, 1988, for violation of his diversion program contract (Section 3912 - Intoxicants/Drugs).

H) Leave of Absence (Removed from Consent Calendar)

Submitting request for leave of absence without pay from 6280 Fire Safety Inspector I Mary J. Boucher, for one year, effective January 9, 1989. Leave requested for personal reasons.

I) City Attorney

Submitting communication from Deputy City Attorney Edward C. A. Johnson, City Attorney's Office, concerning settlement of the following claim:

JULIO S. QUEBRAL, in the amount of \$500.
Claim arises out of automobile damage occurring on September 29, 1988, at Ortega and 32nd Avenues, S.F., CA.
(Acc : 69-88 (P); ALF, Truck 18;
Off : Capt. Wayne Mitchell;
Orv : FF Thomas Griffin;
Tlrm:)

3. CONSENT CALENDAR

J) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, November 26 through December 9, 1988.

K) Temporary Appointments

Reported having made 35 and 11 temporary appointments November 12 through November 25, 1988, and November 26 through December 9, 1988.

Commissioner Quinn moved and Commissioner Bretz seconded. There were no questions or discussion and Items "A" through "G" and "I" through "K" on the Consent Calendar were adopted or ordered filed as appropriate.

H) Leave of Absence (Item Removed)

Submitting request for leave of absence without pay from 6280 Fire Safety Inspector I Mary J. Boucher, for one year, effective January 9, 1989. Leave requested for personal reasons.

President Jefferson commented that he had not seen a request like this before and wondered about the context of this request and the implications to the Department if a leave of such duration is granted. Chief Postel responded that the leave was granted to accept a similar position on a promotive basis with the Daly City Fire Department. Her place will be taken on a temporary basis if the Department is able to get someone to take a temporary position. Inspector Boucher would be able to return to the Fire Department anytime before January 9, 1990. Commissioner Quinn inquired if it was customary to give a whole year's leave. He noted that she might not return if she is successful in the other job and wondered what is in it for the Fire Department. President Jefferson asked when the current list will expire. Chief Postel indicated the end of May, 1989. President Jefferson inquired how long it would take Inspector Boucher to determine if the new job is going to work out. Chief Postel indicated he did not know the exact date but hoped it would be before the list expires so someone on that list would be able to get a position. Fire Marshal Medina told the Commission that the reason Inspector Boucher requested a year's leave was to allow her the chance to complete her one-year probation period, and if she did not pass she could return to San Francisco. However, the problem created in the Bureau of Fire prevention is that it is very difficult to take a position under these conditions. Commissioner Bretz moved, seconded by Commissioner Quinn, that Inspector Boucher's leave be approved from January 9, 1989 through May 1, 1989. The motion was adopted 3-0.

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

Reported having made 35 temporary appointments during Payroll Period November 12 through November 25, 1988.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Barden, Daniel	H40	H50	2	21, 22
Condon, Richard	"	"	2	17, 18
Kenney, Arthur	"	"	8	12, 13, 15, 16, 20, 21, 23, 24
Lynch, James	"	"	10	12, 13, 13, 14, 15, 16, 18, 19, 23, 24
Morris, George	"	"	2	14, 15
Carrozzi, Frank	H30	H40	5	12, 14, 15, 17, 18
DiGiovanni, Anthony	"	"	2	24, 25
Ference, William	"	"	2	21, 22
Hennessey, William	"	"	7	12, 15, 16, 18, 19, 20, 21
Pender, John	"	"	2	23, 24
Pell, John	"	"	4	14, 15, 17, 18
Nyhan, Richard	"	"	2	21, 22
Cevolani, King	H20	H30	2	21, 22
Gee, Edwards	"	"	2	18, 19
Gonzalves, Kevin	"	"	2	14, 15
Grimley, Frank	"	"	3	12, 18, 19
Lavaysse, Gary	"	"	2	21, 22
McLaughlin, Patrick	"	"	3	12, 21, 22
Murphy, Daniel	"	"	1	12
Serrano, Robert	"	"	2	14, 15
Simi, Anthony	"	"	2	18, 19
Sullivan, James	"	"	4	16, 17, 24, 25
Tizio, John	"	"	2	18, 19
Traversaro, John	"	"	2	21, 22
Wright, Joseph	"	"	4	17, 18, 23, 24
Allen, Richard	H2	H20	10	14, 15, 16, 17, 18, 21, 22, 23, 24, 25
Fuhrman, Paul	"	"	12	14, 15, 16, 17, 18, 19, 21, 22, 23, 24, 25,
Delbene, Donald	H2	H4	9	14, 15, 16, 18, 21, 22, 23, 24, 25
Gravanis, James	"	"	8	14, 15, 16, 17, 22, 23, 24, 25
Li, Ernest	"	"	8	15, 16, 17, 18, 21, 23, 24, 25
Rapp, Charles	H6	H22	9	14, 15, 16, 18, 21, 22, 23, 24, 25
Gonzalez, Eduardo	H2	H10	2	12, 13
Caulfield, Garet	"	"	2	24, 25
Payne, Harry	"	"	2	24, 25
Larkin, Henry	"	"	2	24, 25
Murray, Paul	H10	H6	10	14, 15, 16, 17, 18, 21, 22, 23, 24, 25
<u>DISABILITY PAY</u>				
Nolan, Michael	H2	H20	9	12, 14, 15, 17, 18, 21, 22, 24, 25

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

Reported having made 11 temporary appointments during Payroll Period November 26 through December 9, 1988.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Kenney, Arthur Lynch, James	H40 "	H50 "	8 8	26, 27, 30, 1, 3, 4, 7, 8 26, 27, 30, 1, 3, 4, 6, 7
Maloney, George Velasquez, Thomas	H20 "	H30 "	2 2	30, 1 2, 3
Allen, Richard Fuhrman, Paul	H2 "	H20 "	10 10	28, 29, 30, 1, 2, 5, 6, 7, 8, 9 28, 29, 30, 1, 2, 5, 6, 7, 8, 9
Murray, Paul	H10	H6	10	28, 29, 30, 1, 2, 5, 6, 7, 8, 9
Rapp, Charles	H6	H22	8	29, 30, 1, 2, 5, 7, 8, 9
Delbene, Donald Gravanis, James Li, Ernest	H2 " "	H4 " "	8 7 8	29, 30, 1, 2, 5, 6, 7, 8, 9 28, 30, 1, 5, 6, 7, 9 28, 29, 30, 2, 5, 6, 7, 8
<u>DISABILITY PAY</u>				
Nolan, Michael	H2	H20	2	27, 28

4. REGULAR CALENDAR - UNFINISHED BUSINESS

Recess : 1900-1917

A) Formal Hearing (Cont'd from Meetings of 11-22-88 & 12-13-88)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on November 17, 1988, against Firefighter Emmitt N. Jackson, charging him with violations of the Rules and Regulations as follows:

Section 381D - Sick Leave Rule -
General Regulations

Section 3912 - Intoxicants/Drugs

Section 3923 - Disobedience

1917-2004

Deputy Chief John Boscacci and Deputy City Attorney Eric Uhl represented the Department. Firefighter James Ahern, Director, Local 798, spoke for Firefighter Emmitt Jackson, who was present. Director Ahern informed the Commission that today Firefighter Jackson contacted Local 798 with a request for representation. As the process to gain representation takes a few days to complete, Director Ahern requested a continuance.

Commissioner Quinn asked Deputy Chief Boscacci to review the chronology of events leading to tonight's hearing.

Recess : 1943-2000

Commissioner Quinn moved, seconded by Commissioner Bretz, that a continuance be granted to January 10, 1989, with the stipulation that Firefighter Jackson report daily by telephone to Deputy Chief Boscacci. The motion was adopted 3-D.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted eleven letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

November 17, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Re: Stephen A. Moore (Smokey the Clown Fireman)
and Leonard DeStefano of Engine 21

Dear Chief Postel:

The San Francisco Shrine Club has an annual visitation to the Shriners' Hospital for Crippled Children, 1701 - 19th Avenue, San Francisco, CA 94122, each October, usually the third or fourth Sunday of that month.

Fireman Steve Moore has been coming to these affairs as "Smokey the Clown Fireman" since long before I was involved with the organization. He entertains the children with stories, magic, balloons, and general inspirational enthusiasm. He comes dressed as a clown in full make-up, baggy clothes, and his firefighter's helmet. He even entertains the adults.

Two years ago, he added his partner Leonard DeStefano to his visits. Fireman DeStefano comes dressed in his fireman's street uniform. He acts as Smokey's "straight man," helper, and brings his guitar to sing and lead the group in songs.

The most amazing thing is, this is all done for free. Each year the Shrine Club tries to give Smokey a check, which he immediately endorses over as a donation to the hospital. The hospital operates on donations only. Given this precedent, we have not even discussed paying Mr. DeStefano.

Former San Francisco Board of Supervisors member Lee Dolson, as president of the Club last year, came up with the idea of giving Smokey a clown's case to carry his tricks and equipment in when he travels to his engagements. This was done at our annual Christmas party. The Christmas party was the first gesture of appreciation Smokey has ever accepted from us, to my knowledge.

I do not know if your department is aware of these two men's outstanding community involvement, but I would like to ensure that you are. Their commitment is on a level that is inspirational to a person from any walk of life.

While I have read in the San Francisco papers many times that there are personnel problems within your department, if you ever need to point out men who reflect favorably on your department, Steve Moore and Len DeStefano, are two whom you can point to with pride.

I do not know if your department makes any special notations of this type in a fireman's service jacket, but if you do, please add the notations of "outstanding" and "job well done" from the San Francisco Shrine Club.

Sincerely yours,

/s/ THOMAS W. MARTIN, President
San Francisco Shrine Club
Islam Temple, A.A.O.N.M.S.
c/o 347 - 22nd Avenue, No. 1
San Francisco, CA 94121

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Atlantic Financial
2351 Powell Street, Suite 540
San Francisco, California 94133

November 16, 1988

President James Jefferson
San Francisco Fire Commission
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Sir:

On Friday, November 4, 1988, a fire occurred at 2856 Scott Street. Your department was notified and a unit appeared almost immediately.

All of the men were quick, competent, and thoroughly professional. They extinguished the fire within minutes. If they had not been so efficient, the whole building would have gone since the fire was very close to a gas line. They accomplished this with remarkably little damage to the structural integrity of the building.

They even managed to calm my wife which, in the circumstances, was not their easiest task.

It is too bad that some of your department's more vocal critics have never had a fire. They might then appreciate what a damn fine fire department San Francisco has.

My most sincere compliments to you and your staff.

Very truly yours,

/s/ JOHN P. HIRSCHBERG

* * * * *

November 4, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I would like to call to your attention the commendable performance of the men in Station 16.

On Friday, October 28, these men responded to a fire in my condominium at 2856 Scott Street, Apt. 3. They arrived in less than five minutes after notification. Their prompt and professional response saved 99 percent of my personal property from fire damage. They also extinguished the fire before it could engulf a gas line, which was directly in its path. As you can imagine, their quick action benefited many people in the surrounding neighborhood.

Please take a moment to personally congratulate these men for a job that most certainly gets little outside attention. I certainly appreciate their efforts!

Sincerely,

/s/ BENJAMIN F. SLICK
2856 Scott Street, #3
San Francisco, CA 94123

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

California Arson Prevention Committee
P. O. Box 20309
Los Angeles, California 90006-0309

November 16, 1988

Captain Richard Crispen
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Dick:

The enclosed plaque represents a small token of my appreciation to you for serving as Vice Chairman for the past two years under my tenure as Chairman.

Your willingness to donate your time and meeting space on behalf of the department, and continual assistance in conjunction with the Committee's ongoing projects is commendable.

As you know, the San Francisco Fire Department has always been one of the more active fire service agencies involved in the Committee's past and present projects - thanks to the efforts of persons like yourself, and the support of the department's top administration. We look forward to your continued participation in the Committee's efforts to abate the problem of arson throughout the state.

Very truly yours,

/s/ MICHAEL E. HARRIS, Chairman

* * * * *

November 15, 1988

Captain Thomas Nyhan
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Captain Nyhan:

Thank you for your help in making the "Change Your Clock, Change Your Battery" campaign a success in your city. Your efforts went a long way toward making residents of your community safer from home fires.

With the endorsement of the International Association of Fire Chiefs, the American Burn Association and other fire and burn related organizations, we hope the "Change" program will play a large role in reducing the number of fire deaths and injuries across the country.

I know your fire department was instrumental in getting this important safety message out to local media via a news release and letter to the editor. Thanks to your efforts, residents across the country were reminded to check their smoke detector batteries and to change them annually.

Thanks again for choosing to be a part of the "Change" program. We look forward to working with you again next year.

Sincerely,

/s/ HARRIET O. BLICKENSTAFF
Director
Marketing Communications
Eveready Battery Company

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

City of Santa Rosa
Fire Department
955 Sonoma Avenue
Santa Rosa, California 95404

September 30, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On behalf of the Santa Rosa Fire Department, I would like to express my sincere appreciation for assisting us in training our personnel on our new tillered fire truck. The enthusiasm, professionalism and dedication of Captain Alberto DaCunha and Firefighter Edward de Cossio enabled us to provide the best available driver training for our truck company personnel.

All of our personnel who participated in the training felt that they came away with important knowledge and the basic skills necessary to develop into effective safe truck operators. We appreciate your assistance and support. Please do not hesitate to call upon us when we can return the favor in any way.

Sincerely,

/s/ TDNY PINI
Fire Chief

* * * * *

City of Millbrae
Fire Department
511 Magnolia Avenue
Millbrae, California 94030

October 10, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

This letter is to express our sincere appreciation to Lieutenant Dan Dobbins, who assisted us at a structure fire at 808 Hawthorne Avenue on Monday, October 3rd, at 11:00 a.m., while he was off duty.

With the help of Lieutenant Dobbins, the Millbrae Fire Department was able to aggressively attack a fully involved garage and roof fire, and to successfully protect two exposed residences from this fire. Lieutenant Dobbins is a credit to the San Francisco Fire Department. Without the added skills of Lieutenant Dobbins, the damage to the house would have been significantly greater.

Again, thank you.

Sincerely,

/s/ BRIAN M. KELLY
Fire Chief

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

November 8, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On Friday, November 4, I had to call 911 and your men responded right away and promptly saved my life.

To show my appreciation, I would like to make a donation of \$25, especially to those men who came to my apartment and helped me in a very courteous way.

Thank you again,

/s/ ROSE H. WOLFF
50 Chumasero Drive, #3-C
San Francisco, CA 94132

* * * * *

October 14, 1988

Station 34

We just wanted to let you know how much we appreciate our neighborhood fire station. Your station has responded twice to our needs and once to that of our neighbor. All three times your response has been quick, efficient and most importantly, the men have been really kind and helpful.

What would we do without you close at hand?

Thank you.

/s/ THE MURPHY'S
543 - 43rd Avenue
San Francisco, CA 94121

* * * * *

December, 1988

Dear Friends

Thank you so much for your prompt response to our 911 call on Friday, December 2, at about 3:30 p.m.

We are very fortunate in having compassionate, responsive human beings at our call.

Many thanks,

/s/ GRAYCE CESCHI
571 - 46th Avenue
San Francisco, CA 94121

* * * * *

November 22, 1988

Dear Sir:

Last week, I was a stranded motorist and nobody would stop. Finally, one of your inspectors Ron Gardner, pulled over. Wouldn't you know it was a firman who stopped! I'd like to pass on my appreciation to firemen in general and Mr. Gardner, in particular.

Sincerely,

/s/ ANITA LUTZ
1720 - 48th Avenue
San Francisco, CA 94122

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

B) Fire Commission Resolution

Submitted Resolution No. 572 amending Article 40 - Discipline, Section 4007, of the Rules and Regulations, by redefining officer representation for accused members of the Department.

President Jefferson commented that the item was discussed at length during the meeting of December 13, 1988, and the Commission requested the City Attorney's Office to prepare an amended version. He asked Deputy City Attorney Eric Uhl to explain the resolution. Mr. Uhl commented that the amended version provides the same as the previous version insofar as it states that any member accused of a disciplinary violation may be represented by any officer below the rank of Battalion Chief, that limitation is extended so that when the accused is chief officer, that officer is entitled to be represented by an officer of the same rank. President Jefferson commented that the amended version covers the concerns expressed by the Commission at its previous meeting, and responds to the objections raised by Assistant Chief James Olson, President, Fire Chiefs Association, during the same meeting.

Firefighter James Ahern, Director, Local 798, asked to comment. Director Ahern noted that Local 798 opposes the amended version, as well as the original version, and requested that this item be the subject of meet and confer. Local 798 wanted to get the benefit of the Chief's thinking as to why a Lieutenant can represent a Captain, and vice versa; whereas an Assistant Chief cannot represent a Battalion Chief, and vice versa. The rule continues to limit a firefighter, lieutenant, and captain from seeking the experience and knowledge of a chief officer. This seriously limits their right to representation. He commented that the San Francisco Police Department does not have such restrictions. Any member can represent another regardless of rank.

Commissioner Bretz commented that she did not think that such a proposed change should be a great surprise to Local 798 because when this Commission was formed one of the big surprises for the Commission was that management was still represented by a line officer/union. She commented that management and line should be separated "so that you have a firm administrative commitment from your management team." President Jefferson asked Deputy City Attorney Eric Uhl if this change is appropriate for a meet-and-confer discussion. Mr. Uhl noted that the Department met and conferred with Local 798 on the original change and it would be appropriate to meet and confer on the amended version. The thrust of the resolution addresses the question of a conflict of interest problem. Chief Postel commented that he has no objection to meeting and conferring with Local 798 on this issue and such a meeting will occur as soon as possible.

President Jefferson directed that the resolution be posted for two weeks in accordance with Charter Section 3.500(a) and calendared for adoption at the meeting of January 24, 1989.

5. REGULAR CALENDAR - NEW BUSINESS

C) Retention

Report from Assistant Chief Gary L. Musante, Division of Training, and Lieutenant Rod Bennett concerning H2 Firefighter candidates' retention program.

In Assistant Chief Musante's absence, Lieutenant Rod Bennett made the Retention Report. He stated that during the last Fire Commission meeting, Commissioner Bretz asked for a breakdown of the female H2 Firefighter candidates. He commented that of the 1451 candidates who passed the written/comprehension test, 183 were female, as follows:

White	121
Black	28
Hispanic	22
Asian	11
American Indian	1

He also provided information to the Commission about the sexual and ethnic makeup of the 229 candidates invited to attend the physical abilities test orientation held on December 15, 16 and 18:

	<u>Male</u>		<u>Female</u>	
White	61		29	
Black	22		16	
Hispanic	29		12	
Asian	<u>54</u>		<u>6</u>	
	166	+	63	= 229

Chief Postel advised the Fire Commission that an additional 32 female candidates have been invited to participate in the physical abilities test training (i.e. $63 + 32 = 95$). Thirty-two female candidates were added to insure that the Consent Decree hiring goals would be achieved.

Lieutenant Bennett noted that the December orientation was very successful and that as a result, Lieutenant Stefani has approximately 60 candidates enrolled in the pre-physical training being held at Old Station 21. Of this total, approximately 55 are female. The training will be offered Monday, Wednesday and Friday. Training sessions will be available at five different times during each of the three days. Lieutenant Garry Bradford will be assisting Lieutenant Stefani at these training sessions.

D) Ethnicity Policy for SFFD

Presentation by Victoria Macklin, Manager, Human Relations, concerning proposed ethnicity policy.

Ms. Victoria Macklin had provided each Commissioner with a copy of a four-page draft prepared by the City, entitled "Guidelines for Race and Ethnic Identification of Employees." She emphasized that this a draft and further discussion would occur before a City-wide policy is adopted. At 4:30 p.m. today, another meeting on this subject was scheduled for Thursday, January 12, 1989, with Dennis Hayashi, Esq., representative of the Civil Service Commission EED Unit and the Fire Department to finalize the City's policy. Once the

5. REGULAR CALENDAR - NEW BUSINESS

D) Ethnicity Policy for SFFD (Continued)

City's policy is finalized, the matter again will be brought before the Fire Commission. Judge Patel wants the Fire Department to pattern its policy after the City's policy so that there is no longer any inconsistencies between the two versions. The major area has been with the issue of Hispanics; basically what it amounts to is whether people from Spain will be considered as Hispanic. The reason this issue is raised is because federal guidelines include the phrase "or other Spanish culture." Commissioner Quinn commented that the reason this identification started in the first place was to determine the labor force participation of certain minorities discriminated against in the United States. The question of which Hispanics have been discriminated against is quite obvious - people of Mexican-American background, Indian racial background, Meztisos, etc.; it was not people from Spain as a group who were discriminated against on the basis of race. The purpose of these EEO identification processes was changed to allow self-identification. Originally, identification was to be made by the employer as a person was hired or promoted.

6. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

This litigation concerns the H2 Firefighter Entry Level Examination, Promotional Examinations, and related matters.

Closed session was not held.

There being no further business to come before the Commission, the meeting was adjourned at 2005 hours.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

JAN 24 1989

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FIRE COMMISSION

Regular Meeting - Tuesday - January 10, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201ITEM
NO.

1. On Roll Call, the following were noted present:

President James O. Jefferson
 Commissioner Henry E. Berman
 Commissioner Sharon L. Bretz
 Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons.

Frederick F. Postel
 Michael T. Farrell
 John F. Boscacci
 Frank Scales, Jr.

- Chief of Department
 - Deputy Chief - Operations
 - Deputy Chief - Administration
 - Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
 Howard L. Slater
 Gary L. Musante

- Fire Prevention
 - Support Services
 - Training

Chief Officers - Firefighting Service:

William M. Shaughnessy
 Charles W. Zerbe
 James R. Lynch

- Division 1
 - Division 2
 - Division 3

President Jefferson welcomed back Commissioner Berman who had missed the last two meetings while recovering from surgery. Commissioner Berman thanked his colleagues and commented that it "was good to be back."

2. Adoption of the minutes of the Special Meeting of January 3, 1989.

Commissioner Berman moved and Commissioner Quinn seconded.
 There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "E" and "G" through "H") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. President Jefferson asked to remove Item "F" from the Consent Calendar. (Note: This occurred after a recess near the end of the meeting, and with the recommendation of George Riley, Special Assistant, City Attorney's Office. The original vote adopting the Consent Calendar was rescinded and Item "F" removed and continued.)

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Griffin, James	H20	01-21-89	2	US Coast Gd. Res.	Attend Active
Petty Officer	LT	thru 01-22-89		Yerba Buena Is., CA	Duty Training

B) Retirement

Communication received from Retirement Board indicating the following member has retired:

			<u>Retirement Date/Age</u>
Flaherty, John W.	H40 Battalion Chief	Service	Jan. 01, 1989 65

(Note: Retirement Certificate will be presented at Fire Commission meeting of February 28, 1989)

C) Monthly Report - Training

Submitting monthly report from Bureau of Training for December, 1988.

D) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during December, 1988.

E) Non-Civil Service Appointment

Reporting the following NON-CIVIL SERVICE appointment:

EFFECTIVE DATE - DECEMBER 30, 1988

H40 Battalion Chief

John M. Harris
(vice: Alfred Kenny,
retired)

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Griffin, James	H2D	D1-21-89	2	US Coast Gd. Res.	Attend Active
Petty Officer	LT	thru 01-22-89		Yerba Buena Is., CA	Duty Training

B) Retirement

Communication received from Retirement Board indicating the following member has retired:

	<u>Retirement Date/Age</u>
Flaherty, John W. H4D Battalion Chief Service	Jan. D1, 1989 65

(Note: Retirement Certificate will be presented at Fire Commission meeting of February 28, 1989)

C) Monthly Report - Training

Submitting monthly report from Bureau of Training for December, 1988.

D) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during December, 1988.

E) Non-Civil Service Appointment

Reporting the following NDN-CIVIL SERVICE appointment:

EFFECTIVE DATE - DECEMBER 3D, 1988

H4D Battalion Chief

John M. Harris
(vice: Alfred Kenny,
retired)

3. CONSENT CALENDAR

F) Resignation (Removed from Consent Calendar)

Submitting resignation of H20 Lieutenant Philip C. Favro, effective close of business January 3, 1989.
(Approximate length of paid service - 14 years.)

G) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, December 10 through December 23, 1988.

H) Temporary Appointments

Reported having made 16 temporary appointments December 10 through December 23, 1988.

F) Resignation (Item Removed)

Lieutenant Philip C. Favro, effective close of business January 3, 1989.
(Approximate length of paid service - 14 years.)

Secretary Connors advised the Commission that Dan Maguire, Deputy City Attorney representing the Retirement Board, requested that this matter be continued for two weeks. The vesting language under which Lieutenant Favro was being separated from the Fire Department was just approved in November 1988 and the Retirement Board legal staff needed more time to research Lieutenant Favro's rights to accumulated sick leave benefits. Commissioner Bretz moved, seconded by Commissioner Berman, that the item be continued to January 24, 1989. There were no further questions or discussion and the motion was unanimously adopted.

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

Reported having made 25 temporary appointments during Payroll Period December 10 through December 23, 1988.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Kenney, Arthur	H40	H50	9	12, 13, 15, 16, 17, 18, 19, 23
Digiovanni, Anthony	H30	H40	2	10, 11
Grey, Gerald	"	"	2	11, 12
Miles, William	"	"	1	23
Armstrong, Richard	H20	H30	1	23
Fennell, Gerald	"	"	2	15, 16
Maloney, George	"	"	1	23
Sullivan, James	"	"	2	10, 11
Tomasello, Raymond	"	"	2	15, 16
Velasquez, Thomas	"	"	2	15, 16
Wright, Joseph	"	"	2	11, 12
Lee, Audry	"	"	1	23
Allen, Richard	H2	H20	10	12, 13, 14, 15, 16, 19, 20, 21, 22, 23
Fuhrman, Paul	"	"	10	12, 13, 14, 15, 16, 19, 20, 21, 22, 23
Mulkeen, William	H2	H10	1	23
Young, Anne Marie	"	"	2	17, 18
Oakley, Floyd	"	"	1	11
Quinn, Robert	"	"	2	15, 16
Baeck, Karl	"	"	2	17, 18
Carr, Elmer	H2	H6	6	16, 19, 20, 21, 22, 23
Murary, Paul	H10	"	8	12, 13, 15, 16, 18, 19, 22, 23
Rapp, Charles	H6	H22	6	12, 13, 14, 16, 19, 20
DeIBene, Donald	H2	H4	4	12, 13, 14, 16
Gravanis, James	"	"	4	12, 13, 14, 15
Li, Ernest	"	"	4	13, 14, 15, 16

4. REGULAR CALENDAR - UNFINISHED BUSINESS

Recess : 1920-1930

A) Formal Hearing (Cont'd from Meeting of 11-22-88)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on November 15, 1988, against Captain Peter O. Roybal, charging him with violations of the Rules and Regulations as follows:

Section 1107 - Captain's responsibilities

Section 2805 - All Officers - to develop leadership qualities

Section 2808 - All Officers - to interest themselves in welfare of subordinates

Section 3924 - Insubordination

General Order 87 A-105

Section VIII A - Retaliation

1930-1945

Deputy Chief Boscacci and Deputy City Attorney Eric Uhl represented the Department. Coleen Butler, Esq., represented Captain Peter Roybal, who was present.

Deputy Chief Boscacci read the charges into the record (Department 1).

Ms. Coleen Butler explained that Ephraim Margolin, Esq., will be representing Captain Roybal and that he could not be present tonight. She requested a continuance.

President Jefferson directed that counsel for the City and counsel for Captain Roybal submit offer of proof concerning the list of witnesses within 10 days. The hearing was continued to February 14, 1989.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

8) Formal Hearing (Cont'd from Meeting of 12-13-88)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on December 7, 1988, against Firefighter Jerry N. Puckett, charging him with violation of Section 3912 of the Rules and Regulations (Intoxicants/Drugs).

1945-1957

Deputy Chief Boscacci and Deputy City Attorney Eric Uhl represented the Department. Firefighter James Ahern, Director, Local 798, represented Firefighter Jerry Puckett, who was present.

Deputy Chief Boscacci read the charges into the records (Department 1).

James Ahern, Director, Local 798, informed the Commission that Firefighter Puckett has sought the Union's assistance in obtaining counsel and requested a continuance to allow Firefighter Puckett to meet with his attorney and prepare his defense.

The hearing was continued to January 24, 1989.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

C) Formal Hearing (Cont'd from Meeting of 12-13-88)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on December 6, 1988, against Firefighter Robert J. Guldbeck, charging him with violations of the Rules and Regulations as follows:

Section 3923 - Disobedience

Section 3926 - Failure to Report

1957-2006

Deputy Chief Boscacci and Deputy City Attorney Eric Uhl represented the Department. James Ahern, Director, Local 798, represented Firefighter Robert Guldbeck, who was present. Director Ahern informed the Commission that LeRue J. Grim, Esq., who is representing Firefighter Guldbeck has not appeared as expected. Accordingly, Director Ahern requested a continuance. The hearing was continued to January 24, 1989.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

D) Formal Hearing (Cont'd from Meetings of 11-22-88, 12-13-88 & 01-03-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on November 17, 1988, against Firefighter Emitt N. Jackson, charging him with violations of the Rules and Regulations as follows:

Section 3810 - Sick Leave Rule -
General Regulations

Section 3912 - Intoxicants/Drugs

Section 3923 - Disobedience

2007-2015

Deputy Chief Boscacci and Deputy City Attorney Eric Uhl represented the Department.

Deputy Chief Boscacci informed the Commission that just before tonight's meeting began, Vincent Courtney, Esq., and Firefighter Emitt Jackson appeared at Headquarters where Firefighter Jackson submitted a letter of resignation. This letter advised the Chief that he was "resigning my H2 Firefighter position without prejudice to a disability retirement application that I have filed with the San Francisco Employees' Retirement System." Subsequently, he signed the appropriate Civil Service Separation Report and his resignation with unsatisfactory services was signed by Chief Postel.

Commissioner Quinn asked Deputy City Attorney Eric Uhl if the Commission could proceed with the termination in light of Firefighter Jackson's resignation and what the impact would be in either event on his application for a disability retirement. Deputy City Attorney Uhl indicated that the City Attorney's Office would research the question and provide answers to the Commission. Deputy City Attorney Uhl noted that the resignation with unsatisfactory service means that Firefighter Jackson could not return to the Fire Department and must petition the Civil Service Commission for a hearing on the question of his future employability with the City.

President Jefferson ordered the matter be filed.

Recess : 2015-2025 - After which Item 3 was re-opened - See Page 1.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

December 5, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On Wednesday, November 30, the members of Station 24 extinguished a fire in my home.

I want to thank them for the speed, precision, efficiency and especially the courtesy they exhibited in the course of their operation.

The fine reputation of the San Francisco Fire Department is well deserved and, by this resident of the City, greatly appreciated.

Again, my thanks to you and your crew, and my best wishes.

Sincerely yours,

/s/ MARTIN TARCHER
36 Graystone Terrace
San Francisco, CA 94114

* * * * *

San Francisco State University
160D Holloway Avenue
San Francisco, California 94132

December 7, 1988

San Francisco Fire Department
Station 19
390 Buckingham Way
San Francisco, CA 94132

Dear Sirs:

I want to thank you so much for coming to the Child Study Center and sharing your firefighting expertise with the children. Your visit was truly the highlight of our week. The children were entranced by the fire engine, and loved being able to hold the hose and squirt out the water. What a sense of power they felt! Your "tone" was just right. You were friendly, enthusiastic, and did not overwhelm them with too much information.

Again, thank you so much for your time and thoughtfulness.

Sincerely,

/s/ KATHERINE DANFORTH
Child Study Center

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

November 15, 1988

Potrero View
953 De Haro Street
San Francisco, CA 941D7

Dear Editor:

As a recent resident and future merchant to Potrero Hill I would like to express my appreciation especially to the San Francisco Fire Department and my many wonderful neighbors.

Early in the morning of Friday, November 11, I was awakened in my third floor apartment by the smell of smoke. I went downstairs and opened the door to my shop which was within a month of opening its doors to the public. An accidental fire had started that completely burnt the inside of the shop.

The Fire Department response time was less than five minutes - I thank them greatly. In addition, their manner and obviously their abilities saved what could have been a much worse situation.

My neighbors have been totally supportive and helpful. I am proud to be a part of Potrero Hill, and I thank you all. Farley's somehow will only be better for all this!

Sincerely,

/s/ ROGER FARLEY HILLYARD
1315 - 18th Street
San Francisco, CA 941D7

* * * * *

November 7, 1988

Chief Frederick F. Postel
San Francisco Fire Department

Dear Chief Postel:

On Sunday, October 30, 1988, at approximately 11:00 a.m., I was involved in an auto accident. This occurred on Portola and Miraloma streets, in fact almost in front of Station 39.

I have enclosed a check in the amount of \$4.00 to cover costs for a copy of the report made by Station 39 on the accident.

I should also like to take this opportunity to praise the actions of the men at Station 39.

One gentleman in particular who stayed with me until the ambulance arrived, was most reassuring by his very presence.

I commend all fire departments for their caring ways and especially Station 39.

Yours truly

/s/ EVELYN CONDDN
2683 - 24th Avenue
San Francisco, CA 94116

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Peter Cromwell Richards, M.D., Inc.
3838 California Street, Suite 612
San Francisco, California 94118

September 30, 1988

Battalion Chief James Lang
Station 31
441 - 12th Avenue
San Francisco, CA 94118

Dear Chief Lang:

I am writing this short note just to thank you for your prompt, efficient and courteous response to a potential fire at my home at 36 Commonwealth Avenue. My wife and I were very impressed with the speed of your arrival and the efficiency and thoroughness that you and your Squad evaluated the situation. It made us both feel that we were being well-served and protected.

In this day when most often people are writing letters of complaint I just wanted to drop you a short note of our appreciation and gratitude.

Sincerely,

/s/ PETER C. RICHARDS, M.D.

* * * * *

December 19, 1988

San Francisco Fire Department
San Francisco, CA 94102

Dear Sirs:

I wish to express my profound appreciation to the firemen who came so quickly to help me at Taylor and Francisco at noon time yesterday, Sunday.

Since childhood I have loved and respected noble men like these gentlemen who put themselves in harm's way for us.

I have always voted for any benefits for them on the ballot. Whatever they get is not enough.

God love them all and protect them.

Sincerely,

/s/ MARJORIE J. KITLEY
2291 Stockton Street, #303
San Francisco, CA 94133

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for December, 1988.

a. There are 210 unfilled positions in the uniformed forces:

196 are vacant and 14 represent retirees receiving their accumulated sick pay.

b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>November</u>	<u>December</u>
Vacation : Annual	18.93	19.84
IOV	5.17	8.29
F/H	1.77	2.13
Compensatory Time	1.60	2.35
Sick leave	11.70	10.13
Disability	16.90	16.87
Military leave	.07	.10
Other (LO/CTR)	4.80	4.42
Total	60.94	64.13

c. The following W.O.O.'s were awarded during the month of December:

9 - H50 Assistant Chiefs, for 24 hours
57 - H40 Battalion Chiefs, for 24 hours
81 - H30 Captains , for 24 hours
136 - H20 Lieutenants , for 24 hours
58 - H10 Chief's Aides , for 24 hours
1059 - H2 Firefighters , for 24 hours

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

109 - Triple Combination Pumps
36 - Aerial Ladder Trucks
25 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

5 - Triple Combination Pumps
5 - Aerial Ladder Trucks
5 - Miscellaneous Vehicles

iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:

2 - Triple Combination Pumps
2 - Aerial Ladder Trucks
1 - Miscellaneous Vehicle

iv) The following apparatus were available for relief purposes:

10 - Triple Combination Pumps
0 - Aerial Ladder Truck
2 - Aerials as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.
Five city service trucks (no aerial) served as aerials.

Respectfully submitted,
/s/ FREDERICK P. POSTEL
Chief of Department

Commissioner Bretz moved and Commissioner Berman seconded.

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

Firefighter James Ahern, Director, Local 798, asked for a status report on the testing of the aerial ladders for the ten trucks not yet tested this year.

Assistant Chief Howard Slater indicated that a purchase order has been submitted to the Purchaser but an award has not been made yet to the testing agency. Commissioner Quinn suggested that the Department make an inquiry to the Purchasing Department to expedite the process, in light of the recent focus on the condition and readiness of our aerial ladder trucks.

There were no further questions or discussion and the monthly report of Chief of Department was adopted.

C) Permanent Exempt Appointments

Reported the following PERMANENT EXEMPT appointments:

EFFECTIVE DATE - DECEMBER 24, 1988

H39 Captain, Div. of Training

Elmer M. Ballard
(vice: New Position)

Alberto B. Da Cunha
(vice: New Position)

Commissioner Berman moved and Commissioner Bretz seconded.

Chief Postel invited Captains Elmer Ballard and Alberto Da Cunha to step forward. Chief Postel briefly summarized the assignments held by each Captain during his service with the Department. Chief Postel administered the oath of office and, assisted by Assistant Chief Gary Musante, pinned on the badge of office. Each Captain was congratulated by members of the Fire Commission.

Chief Postel noted that both Captains were at the Bureau of Training when the last two recruit classes were trained. These Captains were instrumental in developing the lesson plans and training the new recruits. Their leadership and hard work contributed substantially to the success achieved by those two recruit classes.

Captain Da Cunha introduced his wife and thanked her for her support over the years. He also thanked Chief Postel for having confidence in him as shown by this appointment. He pledged continuing support for the Chief and his program.

Captain Ballard introduced his wife and thanked her for her support over the years. He thanked the Chief for the opportunity to continue his work at the Division of Training. In his view, at this point in the Fire Department's history, training is one of its more important functions. He thanked the Commission for supporting training and creating these new positions which will provide stability at the Division of Training.

Commissioner Quinn noted that there has been some criticism concerning these new positions at Training. He believes that these positions indicate the

5. REGULAR CALENDAR - NEW BUSINESS

C) Permanent Exempt Appointments (Continued)

importance that this Administration places upon the training function - training sessions will be longer; 500 firefighters will be hired and trained within the next seven years; the complexity of training will increase. The Fire Department needs excellent training and one of the purposes of these new positions is to upgrade training. He praised the Chief for his selections at Training as listed in Calendar Items 5.C) and 5.D).

There were no further questions or discussion and the report of permanent exempt appointments was adopted on recommendation of Chief of Department.

D) Permanent Exempt Appointments

Reported the following PERMANENT EXEMPT appointments:

EFFECTIVE DATE - DECEMBER 24, 1988

H28 Lieutenant, Div. of Training

Paul J. Davis
(Vice: New Position)

Richard E. Armstrong
(vice: New Position)

Anthony R. Stefani
(vice: New Position)

Commissioner Berman moved and Commissioner Quinn seconded.

Chief Postel invited Lieutenants Paul Davis, Richard Armstrong and Anthony Stefani to step forward. Chief Postel briefly summarized the assignments held by each Lieutenant during his service with the Department. Chief Postel administered the oath of office and, assisted by Assistant Chief Gary Musante, pinned on the badge of office. Each Lieutenant was congratulated by members of the Fire Commission.

Chief Postel noted that these three Lieutenants came to the Division of Training to assist the last two recruit classes when it was difficult to get volunteers. They performed very well. He was proud to appoint them to this new position.

Each Lieutenant thanked the Chief and Fire Commission for the appointment and expressed their pleasure at being on the staff at the Division of Training. Lieutenant Stefani thanked Chief Postel and the Fire Commission for allowing him to implement the Department's physical fitness program. He noted that part of old Station 21 has been converted into a physical fitness center for firefighters and firefighter applicants. The center has a tremendous amount of excellent fitness equipment. Additionally, the center is open three days a week from 1400 to 1930 hours to train the female firefighter applicants. Lieutenant Davis asked the officers and firefighters in the field to support the training activities. Lieutenant Armstrong introduced his wife.

There were no further questions or discussion and the report of permanent exempt appointments was adopted on recommendation of Chief of Department.

5. REGULAR CALENDAR - NEW BUSINESS

E) Probationary Appointments

Reported the following PROBATIONARY appointments:

EFFECTIVE DATE - DECEMBER 28, 1988

H30 Captain

Audry Lee
(vice: Peter Turdici,
retired)

Robert L. Demmons
(vice: Jack Polan,
retired)

Commissioner Berman moved and Commissioner Bretz seconded.

Chief Postel invited Captains Audrey Lee and Robert Demmons to step forward. Chief Postel briefly summarized the assignments held by each Captain during his service with the Department. Chief Postel administered the oath of office and, assisted by Deputy Chief Michael Farrell, pinned on the badge of office. Each Captain was congratulated by members of the Fire Commission.

Chief Postel noted that it is significant at this point to acknowledge the efforts made by the new Captains in achieving their promotions, and it is important to recognize that their appointments together with the recent appointment of Assistant Deputy Chief Frank Scales and Battalion Chief John Harris (tonight's Consent Calendar) show the strides made by the Department in meeting the affirmative action goals of the Consent Decree and the Fire Department.

Captain Lee stated that "it was a glorious occasion for both of us," and noted that he planned to be the best officer that this Department has ever had and that this appointment will not be the plateau that he stops at; that he intends to go all the way. Captain Lee introduced his friend, Charlotte, two sisters, niece, nephew, Attorneys-at-law Eva Paterson, William McNeill, and Mary Dunlap, as well as his other friends in the audience.

Captain Demmons introduced his wife, daughter and son, and extended family including the three attorneys mentioned by Captain Lee, and Ed Lee, Esq. He thanked them for their efforts and support, as well as the two attorneys who called him today to extend their congratulations but could not be present. He also thanked them, not only on his behalf, but for those people mentioned by the Chief, and for their efforts to bring about the exempt positions at the Division of Training. He thanked the members of his Association for their support of him and for supporting the cause of justice and equality in the Department. He thanked Miss Shirley Jones, a long time supporter and former Chairperson of the Bayview/Hunters Point Coordinating Council. He noted that Captain Lee was going to have some competition in becoming the best officer. He concluded by noting that a lot of people inquired if he was going to do things differently now that he has become a Captain of a fire station. His response was that he is going to uphold the Constitution and whenever he sees injustice he will speak out. People did not work hard and fight hard to make this opportunity for him so that he would just be quiet when he sees injustice, and he is not going to do that.

5. REGULAR CALENDAR - NEW BUSINESS

Recess : 1845-1900

F) Projected Deficit in Extended Work Week

Discussion of the impact of sick leave and disability leave usage on the expenditure of overtime funds; recommended steps to reduce sick leave and disability leave; and discussion of contingency plans for random closure of firefighting units in order to live within extended work week budget.

Chief Postel commented that sick leave usage for December 1988 was down from the same month in 1987 (4.6 per day vs. 8.1 per day). However, disability leave remains above its monthly average. The overtime funds will be spent by February 1, 1989. President Jefferson asked if there had been any subsequent discussions with the Mayor's staff concerning the status of our subsequent appropriation. Chief Postel indicated no. Chief Postel indicated that perhaps there was a reluctance to decide this issue until Judge Patel ruled on the City's request to reduce staffing on the trucks. Secretary Connors noted that Assistant Chief Slater was preparing some information for Ms. Kate Harrison, Mayor's Office. President Jefferson suggested that the Department initiate a meeting with Miss Wilkens, the new Budget Director, to see if the supplemental can be expedited.

James Ahern, Director, Local 798, informed the Commission that the Administration and Local 798 are negotiating a new Memorandum of Understanding and one item included for negotiations will be an incentive program related to sick leave usage. He also indicated that Local 798 will submit some written comments to the Commission and make an oral presentation as they deliberate and finally adopt a budget for 1989-90. President Jefferson said he welcomed Local 798's comments and suggestions. He noted that the Commission looks favorably upon an incentive plan that would reward members who do not use sick leave. The Commission recognizes that there are members who use no sick leave and the Commission appreciates that.

G) EEO Complaints

Presentation from Firefighters Elmer Carr and John O'Shea concerning appeal procedures available in EEO complaints.

Secretary Connors noted that yesterday he received a telephone call from Firefighter O'Shea requesting the matter be continued to January 24, 1989. Prior to that date, Firefighter O'Shea will submit a written report to the Commission and Chief Postel.

5. REGULAR CALENDAR - NEW BUSINESS

H) 1989-90 Budget

Discussion of 1989-90 budget.

Chief Postel asked Assistant Chief Howard Slater to make this presentation. Assistant Chief Slater noted that each Commissioner had received an in-house budget document for next fiscal year. This budget does include the requests made by the Program Managers. He commented that this budget is formatted by program (seven). Commissioner Bretz noted that during a recent meeting with the Mayor's budget staff a request had been made for some innovative ideas and wondered if the Department had responded. Assistant Chief Slater indicated that unfortunately, the Department's ideas are mid-range and cannot be implemented immediately on a cost effective basis. (Work orders and Central Shops). He noted that Captain Moreno is preparing one such report (apparatus repair) to be submitted to the Administration and then to the Mayor's Office.

President Jefferson inquired about the procedure that the Commission expects to use to evaluate the budget. Assistant Chief Slater indicated that a target date for Fire Commission approval of next year's budget should be the end of January and hopefully the Commission would conduct a special meeting for that purpose. President Jefferson inquired if the Department had received any guidelines from the Mayor's office concerning reductions. Assistant Chief Slater said that there is a request to closely review those elements of our budget involving non-direct services to the public and to maintain levels of expenditures not in excess of the current year. However, the Mayor's Office realizes that the Fire Department's situation, because of the Consent Decree, is unique. President Jefferson indicated that he had to become familiar with the budget categories and asked how that could be accomplished. Secretary Connors replied that the members of the Commission could prepare questions and then meet with himself or Assistant Chief Slater. He noted that the budget would be discussed again on January 24, 1989.

Commissioner Quinn inquired if the Director of the Office of Emergency Services (OES) was in last year's budget (1987-88). Assistant Chief Slater indicated that the two persons on OES staff and appropriate funds were added to the Fire Department's budget in the current fiscal year.

President Jefferson noted that the Fire Commission will hold a special meeting dealing with the budget on Tuesday, January 31, 1989. He indicated it would be very helpful if the Commission received the written comments from Local 798 prior to January 31, 1989.

Commissioner Bretz asked Assistant Chief Slater to explain an item dealing with shower curtains in the Support Services program. The entry seems to indicate that one shower curtain costs \$500. Assistant Chief Slater explained that the number 1 under the "count" heading means that a single Term Purchase Agreement will be prepared not to exceed \$500 which will be used to purchase shower curtains during the year, not just one shower curtain.

6. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

This litigation concerns the H2 Firefighter Entry Level Examination, Promotional Examinations, and related matters.

Closed session was not held.

There being no further business to come before the Commission, the meeting was adjourned at 2026 hours.

Raymond G. Connors
Secretary

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2/4/89

No. 89-03

SF

DOCUMENTS DEPT.

JOURNAL OF PROCEEDINGS
FIRE COMMISSION

FEB 6 1989

SAN FRANCISCO
PUBLIC LIBRARY

Regular Meeting - Tuesday ~~Jan~~ January 24, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Howard L. Slater
Gary L. Musante

- Support Services
- Training

Chief Officers - Firefighting Service:

Frank T. Blackburn
James R. Lynch
James P. Olson

- Division 1
- Division 2
- Division 3

2. Adoption of the minutes of the Regular Meeting of January 10, 1989.

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "M") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CDNSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Lavelle, David J. Sgt. Maj.	H1D C/A	D1-D8-89	1	US Army Res. Presidio, S.F., CA	Attend Active Duty Training
Gold, Theodore P. Lt. Col.	H2 FF	01-22-89 thru D1-23-89	2	US Air Force Res. Travis AFB, CA	Attend Active Duty Training

B) Retirement

Communication received from Retirement Board indicating the following member has retired:

	<u>Retirement Date/Age</u>
Schillaci, Joseph A. 8165 Worker's Comp. Drd. Dis. Supv.	Dec. 05, 1988 54

(Note: Retirement Certificate will be presented at
Fire Commission meeting of February 28, 1989)

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during December, 1988.

D) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - DECEMBER 20, 1988

H50 Assistant Chief

Gary L. Musante

EFFECTIVE DATE - DECEMBER 13, 1988

H6 Investigator

Peter J. Schembri

3. CONSENT CALENDAR

E) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - JANUARY 11, 1989

7388 Utility Plumber

Dennis D. Murphy

F) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - JANUARY 17, 1989

1424 Clerk Typist

Evamarie D. Atijera
(vice: Karen Statham,
transf. to Reg. Voters)

G) Suspensions

Reporting suspensions of the following:

H4 Inspector Robert E. Livermore, Bureau of
Fire Prevention, for two days, January 9
through January 10, 1989, for violation of the
Rules and Regulations (General Rules).

H2 Firefighter John Carvajal, Truck 16, for
two days, January 13 through January 14, 1989,
for violation of Section 3926 of the Rules and
Regulations (Failure to Report).

H) Resignations

Submitting resignations of the following:

H2 Firefighter Gerald J. Coghlan, effective
close of business January 5, 1989.
(Resigned for personal reasons.
Approximate length of service - 10 years.)

H2 Firefighter Emitt N. Jackson, effective
close of business January 10, 1989.
(Resignation was with "unsatisfactory
services."
Approximate length of service - 14 years.)

1242 Personnel Analyst Brian G. Moritsch,
effective close of business January 20, 1989.
(Resigned for personal reasons.
Approximate length of service - 6 months.)

3. CONSENT CALENDAR

I) Resignation (Cont'd from Meeting of 01-10-89)

Submitting resignation of H20 Lieutenant Philip C. Favro, effective close of business January 3, 1989.
(Approximate length of paid service - 14 years.)

J) Leave of Absence

Submitting request for leave of absence with pay for 6280 Fire Safety Inspector I Diana Shortall, Bureau of Fire Prevention, for five days, January 30 through February 3, 1989, in order to attend the Fire Prevention 18 training course at the State Fire Marshal's Office in Sacramento, California. No cost to the City is involved; all expenses paid by Inspector Shortall.

K) City Attorney

Submitting communications from Deputy City Attorney Edward C. A. Johnson, City Attorney's Office, concerning settlement of the following claims:

MIKLOS L. MILFAY, in the amount of \$669.31.

Claim arises out of automobile damage occurring on September 6, 1988, at Wentworth and Jackson Streets, S.F., CA.
(Acc : 82-88 (P); Ford, H.P.;
Drv : General Laborer Wayne Nowell)

FRANCISCO & FLOR MEZA, in the amount of \$604.04.

Claim arises out of automobile damage occurring on November 16, 1988, at Bartlett and 22nd Streets, S.F., CA.
(Acc : 89-88 (P); Truck 7;
Off : Capt. Timothy Miles;
Drv : FF John Minnick;
Tlrm: FF Mark Kearney)

WAYNE A. NICHOLSON, in the amount of \$925.00.
Claim arises out of property damage (plumbing pipes) occurring on May 24 and July 7, 1988, at 105 Hoffman Avenue, S.F., CA.

L) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, December 24, 1988 through January 6, 1989.

3. CONSENT CALENDAR

M) Temporary Appointments

Reported having made 25 temporary appointments December 24, 1988 through January 6, 1989.

Commissioner Quinn moved and Commissioner Bretz seconded. There were no questions or discussion and Items "A" through "M" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

M) Temporary Appointments (Continued)

Reported having made 25 temporary appointments during Payroll Period December 24 through January 6, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Barden, Daniel	H40	H50	2	25,26
Kenney, Arthur	"	"	8	24,26,27,29,30,3,4,6
Cochrane, William	H30	H40	2	2,3
Digiovanni, Anthony	"	"	2	25,26
Norton, John	"	"	1	24
Pell, John	"	"	2	25,26
Ryan, Timothy	"	"	2	24,25
Armstrong, Richard	H28	H30	1	24
Gonzalves, Kevin	H20	"	2	25,26
Maloney, George	"	"	1	24
Velasquez, Thomas	"	"	2	28,29
Lee, Audry	"	"	1	24
Demmons, Robert	"	"	2	25,26
Allen, Richard	H2	H20	6	26,27,28,29,30,2
Fuhrman, Paul	"	"	10	26,27,28,29,30,2,3,4,5,6
Schnapp, George	"	"	2	24,25
Molinari, Raymond	H2	H10	2	31,1
Mulkeen, William	"	"	1	24
Caulfield, Garet	"	"	2	25,26
Diaz, Christopher	"	"	2	25,26
Ross, Thomas	"	"	1	29
King, Dennis	"	"	2	4,5
Rapp, Charles	H6	H22	9	26,27,28,29,30,2,4,5,6
Carr, Elmer	H2	H6	9	26,27,29,30,2,3,4,5,6
Murray, Paul	H10	"	9	25,26,28,29,2,3,4,5,6

4. REGULAR CALENDAR - UNFINISHED BUSINESS

Recess : 1940-1955

A) Formal Hearing (Cont'd from Meetings of 10-25-88, 11-22-88 & 12-13-88)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on October 14, 1988, against Lieutenant John W. Hester, charging him with violations of the Rules and Regulations as follows:

Section 3912 - Intoxicants/Drugs

Section 3956 - Acts Detrimental to Welfare
of Department

1955-2010

Deputy Chief Boscacci and Deputy City Attorney Eric Uhl represented the Department. Eva Paterson, Esq. represented Firefighter John Hester, who was present.

Deputy City Attorney Eric Uhl requested a continuance to determine John Hester's status. A letter from the Civil Service Commission dated January 18, 1989, stated that in accord with Charter Section 8.34D the termination of John Hester's promotive probationary appointment as an H20 Lieutenant ended John Hester's employment with the City unless he requests reinstatement to H2 Firefighter.

Ms. Paterson requested an urgent meeting with the City Attorney's Office and Chief Postel before January 31, 1989, to discuss this matter. She will request that John Hester be restored to his position as H20 Lieutenant.

The matter was continued to February 14, 1989.

Note: Above represents summary of events.

Court reporter recorded entire proceedings.

8) Formal Hearing (Cont'd from Meetings of 12-13-88 & 01-10-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on December 7, 1988, against Firefighter Jerry N. Puckett, charging him with violation of Section 3912 of the Rules and Regulations (Intoxicants/Drugs).

2010-2015

Deputy Chief Boscacci and Deputy City Attorney Eric Uhl represented the Department. Sylvia Courtney, Esq. represented Firefighter Jerry Puckett, who was present earlier, but requested to be excused from the hearing.

Deputy Chief Boscacci informed the Commission that Firefighter Puckett tendered his resignation, effective close of business January 24, 1989. Chief Postel accepted the resignation with "unsatisfactory service."

The matter was continued to the call of the Chair.

Note: Above represents summary of events.

Court reporter recorded entire proceedings.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

C) Formal Hearing (Cont'd from Meetings of 12-13-88 & 01-10-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on December 6, 1988, against Firefighter Robert J. Guldbeck, charging him with violations of the Rules and Regulations as follows:

Section 3923 - Disobedience

Section 3926 - Failure to Report

2015-2144

Deputy Chief Boscacci and Deputy City Attorney Eric Uhl represented the Department. Lerue J. Grim, Esq. represented Firefighter Robert Guldbeck, who was present.

Department's case

Exhibits:

Department 1 - Formal Complaint dated 12-06-88.

Witnesses:

1. Michael Farrell, Deputy Chief - Operations
2. Michael McKinley, Captain, Investigative Services Bureau
Department 2 - Driver Record Information, DMV, dated 01-19-89.
3. Firefighter Robert Guldbeck

Recess : 2123-2142

Innocence/Guilt Phase

Section 3923 - Disobedience Guilty - 4-0

Section 3926 - Failure to Report Guilty - 4-0

The penalty phase was continued to February 14, 1989.

Note: Above represents summary of events.
 Court reporter recorded entire proceedings.

A) Letters of Commendation

Submitted four letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

December 27, 1988

James D. Jefferson, President
San Francisco Fire Commission
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Mr. Jefferson:

On December 1, 1988, my mother Sylvia J. Blackburn, 80 years of age, suffered a cerebral hemorrhage and was seriously incapacitated while we were giving her a shower. We called the Fire Department and Engine 39 arrived. Due to the efforts and assistance from Captain William Ference and his crew, Firefighters Austin Dito, Ruben Moten and Douglas Roberts, my mother is still alive and recovering. The efforts of Captain Ference and his crew in maintaining the flow of oxygen to my mother, whose cerebral hemorrhage had caused her to stop breathing, kept her alive until she was brought to U.C. Medical Center where emergency brain surgery was performed.

Our family is eternally grateful to the San Francisco Fire Department for the services they gave us. My three brothers who are in the fire department are deeply grateful and it is very touching to them for our family to be on the receiving end of the fine service that the San Francisco Fire Department provides.

Very truly yours,

/s/ LORRAINE VIDAL
440 Gold Mine Drive
San Francisco, CA 94131

* * * * *

December 4, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I would like to have you aware of the service performed by the men of Station 22 on December 2, 1988.

My husband, Karl Lytle, is partially paralyzed following three back operations and on Saturday he slipped off the side of the bed and could not get up. I called for help after trying for almost an hour to help my husband and within minutes four men from Station 22 were at the house.

My husband has two 12-inch metal rods in his back and I was concerned about his being lifted but the men were very careful and concerned and they gently lifted him back to the bed. My husband was embarrassed to have to ask for help but we are very appreciative that help was so near.

Yours truly,

/s/ ELIZABETH LYTLE
1681 - 16th Avenue
San Francisco, CA 94122

* * * * *

December 15, 1988

A) Letters of Commendation (Continued)

San Francisco Fire Commission
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Commissioners:

Just a short note to commend Truck 12 for the assistance they gave me today.

I lost my hatch cover on my roof last night in this windstorm, and was unable, after six hours of phoning, to find anyone who would hoist the silly thing back on the roof, due to the high winds.

It was suggested that I call the Fire Department, which I did. Five minutes later, Truck 12 was at my door, and five minutes later my hatch was back in place, safely secured. I realize that this kind of service is out of the ordinary, and only was proffered because they were not needed for anything serious. Nevertheless, I now do not have to worry about my PGandE bill, or about the rain predicted for tonight, due to your department's help.

I am extremely proud to live in a city that obviously "still knows how." Thank you, and thanks to Truck 12. I wish your entire department a very safe and joyous holiday season. Oh, and I promise NOT to burn my Christmas tree in my fireplace this year!!

Sincerely,

/s/ JAN JOHNSTON
116 Clifford Terrace
San Francisco, CA 94117

* * * * *

Arizona Department of Public Safety
2310 North 20th Avenue
Phoenix, Arizona 85005

August 10, 1988

Captain Gerald L. Grey
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Captain Grey:

Thank you for your letter of May 25, 1988, and for providing us a copy of your hazardous materials operating guide. We were so impressed with it, we made it the model for ours, and copied it almost word-for-word.

As noted in APPENDIX C of our guide, we also reviewed operating procedures from a number of other major fire departments, and extracted their requirements. Additionally, since we are all being impacted by OSHA 29 CFR 1910.120, we extracted those provisions from that document which we felt belonged in an operating guide.

Enclosed please find a copy of our second draft, which is pretty close to how the final document will be. In one area, however, we still need your help, and for that reason, I have also enclosed an envelope, as well as listed my phone number below. The copy we received of your guide was missing Page 20, PROTECTIVE CLOTHING. If you could xerox and send us a copy of that page, or if it is more convenient call either me or my administrative assistant, Dave Jones at 602-223-2522, and read the page to us so we can tape it, transcribe it, and add it to our guide.

You guys did a great job on your guide, and saved us dozens of hours of writing, since as you will discover, we made very few changes. Thanks again for your help.

Sincerely,

/s/STEVE HERMANN
Motor Carrier District Commander

* * * * *

B) City Attorney

Communication received from Deputy City Attorney Michael C. Killelea, dated January 10, 1989, concerning settlement of the following claim:

OENNIS JAR0CH, in the amount of \$938.00.

Claim arises out of automobile damage occurring on October 3, 1986, at Mission Circle and Vendome Avenue, Daly City, CA, and is a compromise of Municipal Court Action No. 926-318.

(Acc : 4553 (P); Engine 19;

Off : Capt. Thomas Santoro;

Orv : FF Scott Bonnie)

Commissioner Bretz moved and Commissioner Quinn seconded.

Commissioner Bretz asked if the Department keeps a record of the drivers involved in these accidents. Chief Postel responded that the Accident Review Board keeps such records in a paper file. Commissioner Bretz inquired how the Commission would know if a driver has been involved in prior accidents. Chief Postel responded that the Accident Review Board would know. Commissioner Bretz requested that in the future this information be provided to the Commission.

Commissioner Berman asked why this claim was not listed in the Consent Calendar as is usually the case. Secretary Connors replied that this is not a routine claim as it involved litigation and a compromise. Usually claims involving litigation are included in the Regular Calendar and not the Consent Calendar.

There were no further questions or discussion and the settlement of above claim was adopted on the opinion of City Attorney's Office and recommendation of Chief of Department.

C) Probationary Appointment

Reported the following PROBATIONARY appointment:

EFFECTIVE DATE - JANUARY 9, 1989

H30 Captain

George W. Maloney
(vice: Jack Kermoian,
retired)

Commissioner Berman moved and Commissioner Quinn seconded.
There were no questions or discussion and the report of probationary appointment was adopted on recommendation of Chief of Department.

Chief Postel invited Captain George Maloney to step forward. Chief Postel briefly summarized the assignments held by Captain Maloney during his service with the Department. He administered the oath of office and pinned on the badge of office. Captain Maloney was congratulated by members of the Commission. Captain Maloney thanked the Chief and Commission for the appointment. He introduced his wife, daughter, two sons and his father, a retired member of the San Francisco Fire Department.

5. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Cont'd from Meeting of 01-03-89)

Submitted Resolution No. 572 amending Article 40 - Discipline, Section 4007, of the Rules and Regulations, by redefining officer representation for accused members of the Department.

Commissioner Berman moved and Commissioner Bretz seconded.

James Ahern, Secretary, Local 798, requested an opportunity to briefly repeat some of the Local's objections before final action is taken. He pointed out that Local 798 remains opposed to the plan that would prohibit Chief Officers from representing firefighters, Lieutenants and Captains; that it is inconsistent to allow Chief Officers to represent their own rank but not other ranks. This prevents the firefighters, Lieutenants and Captains from getting advice and assistance from the most experienced and knowledgeable officers in the Department. If the rules are sound and management policy is sound, there is no need to be concerned about undermining management policy.

President Jefferson acknowledged that the Commission's views were stated previously in some detail but he wanted Secretary Ahern to convey to his membership that it is the Commission's intention to assure that all members receive adequate representation before the Administration on matters involving discipline. The Commission's concern in adopting this policy is to avoid an appearance of conflict of interest that may exist when Chief Officers who are considered to be part of management represent members of rank and file. The Commission believes that such representation constitutes a conflict of interest which will be corrected by adoption of this Resolution. In the Commission's opinion adequate access to representation will be present, either through Firefighters Local 798, private counsel, or another firefighter.

There were no further questions or discussion and Resolution No. 572 was adopted on recommendation of Chief of Department.

E) Reassignments/Transfers

Reported that ten Battalion Chiefs are being reassigned pursuant to a new rotation policy and in accordance with Section 3958.1. of the Rules and Regulations.

EFFECTIVE DATE - FEBRUARY 1, 1989

<u>H40 Battalion Chief</u>	<u>From</u>	<u>To</u>
Michael Moran	Batt. 4	Batt. 1
Daniel Kiely	Batt. 4	Batt. 2
Greg Abell	Batt. 5	Batt. 3
Richard Condon	Batt. 7	Batt. 4
Daniel Barden	Batt. 2	Batt. 5
Lou Comaduran	Batt. 3	Batt. 6
Paul Malfatti	Pers. Center	Batt. 7
George Morris	Batt. 9	Batt. 8
George Politis	Batt. 10	Batt. 9
John Mandas	Comm. Center	Batt. 10

E) Reassignments/Transfers (Continued)

Chief Postel noted that the rotation policy goes back to the "Swastika" investigation when it was expressed by some Battalion Chiefs that they did not think it was necessary to conduct thorough investigation because they knew the personnel in their District. Additionally, it simply is good policy to rotate personnel so that no Battalion Chief spends too much time in one Battalion district. The rotation is beneficial to the Fire Department as the Chiefs broaden their experience and knowledge by working in different districts, increase their skills and responsibilities, and become better prepared for promotional examinations. With all these factors in mind, the Administration implemented the rotation policy.

President Jefferson asked Chief Postel to explain his future plans for rotation. Chief Postel commented he plans to rotate one-third of the Battalion Chiefs each year. The cycle will be completed every three years. Commissioner Berman asked if this policy was confined only to Battalion Chiefs. Chief Postel replied affirmatively, at this point.

There were no further questions or discussion and the reassignments were adopted on recommendation of Chief of Department.

F) Formal Complaint

Submitted formal complaint against Firefighter John A. Pavloff, dated January 4, 1989, for violations of the Rules and Regulations as follows:

Section 3926 - Failure to Report

Section 3955 - Incompetency Resulting from
Unbecoming Conduct (Intemperance)

President Jefferson directed Secretary Connors to comply with Section 4006 of the Rules and Regulations and inform Firefighter Pavloff that the trial and hearing will be held February 28, 1989.

G) EEO Complaints (Cont'd from Meeting of 01-10-89)

Presentation from Firefighters Elmer Carr and John O'Shea concerning appeal procedures available in EEO complaints.

President Jefferson commented that the Commission previously adopted an EEO complaint procedure and that a new EEO appeal procedure is scheduled to be heard by the Fire Commission on February 14, 1989. With that background he asked Firefighters Elmer Carr and John O'Shea to explain the intent of their remarks. Firefighter O'Shea replied that their remarks would reflect a summary of their October 1988 experience in using the new EEO complaint process, some inconsistencies and suggested changes to that process, and they would raise some questions for the Administration to consider, as well as the Court Monitor's role in the appeal process. He referred to a letter in the Fire Commission packet from the Court Monitor dated September 12, 1988. Firefighter Carr indicated that he talked to persons in Management Services and the Administration and received different answers; that there is a lot of confusion concerning time constraints and where a complainant goes.

5. REGULAR CALENDAR - NEW BUSINESS

G) EE0 Complaints (Continued)

Continued from Meeting of 01-10-89)

President Jefferson noted that the Commission is anxious to receive input from firefighters, particularly when they may have recommendations to improve procedures. He advised that the Fire Commission would not hear the specific complaint filed by the two firefighters as the matter has been ruled upon by Chief Postel and not properly before the Commission. He suggested that the comments be restricted to procedural matters. Firefighter Carr responded that they would have to use the complaint in order to point out their experiences in using the EE0 complaint process but did not expect the Commission to judge the complaint.

Commissioner Quinn noted that they may wish to defer making any comments on the appeal process until they receive copies of the new appeal process recently prepared by the City Attorney's Office and scheduled for the February 14 meeting of the Fire Commission. Firefighter Carr replied that the problems they experienced were not limited to appeals but extended to the Department's internal process (Management Services).

George Riley, Special Assistant, City Attorney's Office, noted that their complaint has been held in abeyance until the new process is adopted. Once adopted, they will have an opportunity to take advantage of it.

Commissioner Berman noted that a remark was passed that the Court Monitor showed bias in handling their complaint. He thought that such a "judgmental" remark was unfair in that the Court Monitor was not present tonight to respond. Firefighter Carr replied that they would not get into their experience with the appeal process tonight.

Firefighter O'Shea listed the shortcomings that they found in the EE0 process: lack of representation of non-minorities on the review committee. They believe that if the process is unbiased that all people should be represented in a review committee process. For example, the predominantly non-minority investigators (Battalion Chiefs) are fact gatherers and unbiased. Race and national origin should form no part of their investigations. Therefore, they should not be considered as representing non-minorities in this process. Every race should be represented on the review committee. Whereas, currently only protected classes serve.

Firefighter Carr commented that if the rank and file is to have confidence in the process everyone should be represented.

President Jefferson commented that the whole procedure, including the composition of the review committee, is not set in concrete. The objections raised by Firefighter Carr were considered when the EE0 complaint procedure was adopted. When the protected classes are represented in all higher ranks then the composition of the review committee will be reconsidered. Firefighter Carr also objected to the fact that the Chief of Management Services refused to divulge the recommendations of the review committee concerning his complaint. In his view, this was further evidence that there was no give and take in the process at all. He thought that the process was very lengthy. The complaint was filed in October and only recently received a decision. He sent copies of a letter to the Commission, Chief Postel and Barbara Phillips. When no reply was received - after waiting 30 days - he filed his complaint. This period could have been used for mediation had anyone responded. He concluded by noting that the General Order dealing with this subject matter (88-A-71) indicated that resolution of complaints will fall under the rules and

G) EEO Complaints (Continued)
(Cont'd from Meeting of 01-10-89)

regulations of the fire department but the answer to his complaint made no references to specific rules, simply motives. This lack of clear response frustrates the process.

Firefighter O'Shea asked the Commission to look at the complaint process in context with the Department's chain of command. Right now it is very unclear as when or under what circumstances the chain of command is to be used or bypassed.

President Jefferson noted that it is the Commission's intention to establish a complaint process that is fair to everyone, and that the remarks made tonight will be noted as the Commission looks at the appeals procedure and future changes in the process.

Firefighter Carr commented that the complaint process he just concluded left unresolved a major point; namely, that he felt threatened by the remarks made by the officer against whom he complained. Because it was possible that this officer would be his supervisor it was important to know the intentions of the statement perceived as a threat. He felt entitled to an explanation.

Firefighter O'Shea commented that it is in everyone's best interest to make it work and to provide truthful answers to these complaints. He did not believe that he received an honest, truthful and clear reply.

Captain Robert Demmons, President, Black Firefighters Association (BFA), commenting on the review committee noted that its function was to make recommendations, not decisions. The idea of a review committee came from the BFA and was proposed because no minorities are represented in the ranks of the Chief Officers responsible for conducting EEO complaint investigations. His members, also, have experienced problems with the complaint procedure when individuals file complaints that may be false. That, too, should be investigated and included in the complaint procedure, as well as what will happen to those who are guilty of filing false complaints.

Commissioner Quinn commented on the issues of false complaints noting that some people believe that a person who files a complaint that is found to be without merit or lacks sufficient information should be forced to apologize, be punished, or be investigated. He thought that such a view does not represent a good policy. People have the right to bring a complaint. It is their perception, and the complaint should be accepted as their perception. There could be exceptions, but to put a chill in the bringing of complaints by saying that if a complaint is a false complaint the complainant will be investigated would undermine the EEO system. Commissioner Berman concurred with Commissioner Quinn's remarks.

Commissioner Bretz inquired if Captains received recent training on sexual harassment or was that training only for Battalion Chiefs. Chief Postel replied that there has been sexual/racial harassment training over the years but the most recent training in EEO investigation was Chief Officers and those involved in the review committee.

5. REGULAR CALENDAR - NEW BUSINESS

H) 1989-90 Budget (Cont'd from Meeting of 01-10-89)

Discussion of 1989-90 budget.

President Jefferson stated that the Fire Commission will hold a Special Meeting next Tuesday evening to discuss the budget, and asked Assistant Chief Howard Slater to comment on the nature of tonight's discussion. Assistant Chief Slater noted that each Commissioner had received an updated budget. At the end of this week the Department will be required to submit its Phase B budget which will contain the figures that are pretty close to the current level of spending. This is also described as a base line budget. Any items greater than base line have to be submitted separately. The spending issues above base line will be discussed at the Special Meeting. The Department must submit a budget to the Controller by February 16, 1989.

Commissioner Quinn asked if the budget contains an entry for leasing apparatus. Assistant Chief Slater replied that the leasing entry can be found on Page 2 of the Suppression program, Other Contractual Services, Sub-object 1219. The amount requested for next year is \$560,000 (four triple combination pumpers and two aerial ladder trucks). The sum includes down payments and lease payments. President Jefferson indicated that he would be interested in learning how this sum for apparatus fits into any long term apparatus replacement plan.

James Ahern, Secretary, Local 798, indicated that Local 798 intended to make some comments on this budget. Because he, too, just received a copy of a revised budget it might make more sense if he reserves the Local's comments until Tuesday's Special Meeting.

I) Retirement Certificate

Reported Award of Honorable Service to the following member:

	Type of		Years of		Date of	
	Retirement	Service	Service	Retirement	Retirement	
Utility Plumber Joseph Reid	Service	5		July 01, 1988		

Chief Postel informed the Commission that Mr. Joseph Reid is not present tonight to receive his Retirement Certificate. President Jefferson instructed Secretary Connors to mail the certificate to Mr. Reid.

J) PUBLIC COMMENT

No comments were made by the public.

6. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

This litigation concerns the H2 Firefighter Entry Level Examination, Promotional Examinations, and related matters.

Closed session was not held.

7. DFF-CALENDAR DISCUSSION - PUBLIC COMMENT

A) Parking

Commissioner Bretz requested that staff determine the feasibility of making a parking pass for the Commissioners which they could place on their car's dashboard. This will be helpful at the fire scene as well as for committee meetings outside of Headquarters.

Assistant Chief Slater indicated he would investigate this preferred parking request. He noted that he was not aware of such a permit being available to City officials.

B) Contract

Commissioner Bretz requested that the City Attorney prepare a Fire Commission Resolution dealing with Fire Department contracts in excess of \$15,000; that such contracts should be reviewed by the Fire Commission as to the scope of service and contract language.

President Jefferson commented that the Commission was interested in looking at the scope of work for contracts proposed for the Fire Department with an estimate of the amount of the contract, as well as what process the Department has used to select a contractor. The Fire Commission would approve the contract prior to its execution.

There being no further business to come before the Commission, the meeting was adjourned at 2145 hours.

Raymond G. Connors
Secretary

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FEB 27 1989

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No. 89-04

JOURNAL OF PROCEEDINGS

FIRE COMMISSION

Special Meeting - Tuesday January 31, 1989 - 1800 Hours

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department (Arrived 1915 hours)
- Acting Chief of Department
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
Howard L. Slater
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

William M. Shaughnessy
James R. Lynch

- Division 1
- Division 3

2. 1989-90 Budget

Discussion and/or adoption of 1989-90 Budget.

President Jefferson indicated that tonight's meeting will be confined to discussing the 1989-90 budget. A special meeting will be held on February 7, 1989, to adopt the budget. Tonight the Commission will be evaluating budget requests and hearing from Assistant Chief Howard Slater and the Program Managers as the budget is reviewed program by program. He asked Assistant Chief Slater to begin with a budget overview; list the budget assumptions and describe the major issues.

Assistant Chief Slater noted that the Department's 1989-90 base-line total still is not firm because the amount of Extended Work Week that the Mayor's Office will approve in our \$3.3 million supplemental appropriation is not known. The amount eventually approved by the Mayor and Board of Supervisors will be added to our base-line budget. For example, if the Mayor's Office approves \$1.8 million in additional Extended Work Week spending, our base-line will be about \$134,000,000, of which \$124,000,000 will be provided from the General Fund. The major assumptions are: daily staffing will be reduced from 315 to 295, three classes of firefighters will be hired in 1989-90 (30 + 30 + 24), extended work week funds of \$4.5 million will be required in the Suppression program to meet daily staffing needs, and 50 uniformed members will retire.

After some preliminary questions between the Commission and Assistant Chief Slater, the Commission decided to review the proposed budget program by program. The following summarizes the review.

(Note: Tapes available at Secretary's office to hear full five-hour budget discussion).

Suppression : 1830-1950

Discussion of the seven-page Suppression program began as a focus on the number of uniformed positions assigned to an funded in the Suppression program. It was pointed out that two firefighters in the Suppression program were being reassigned to Administration (Stress Unit and Print Shop), and three lieutenants were being reassigned from the Consent Decree (ISB) to Suppression. The 986 firefighters listed in the Suppression program include funding for the 30 firefighters to be hired this fiscal year as well as the 84 firefighters to be hired in 1989-90. Because of the vacancies that have developed in this rank during the last several years all positions are not funded; that is, it is not possible to hire and train enough firefighters in one year to fill all H2 Firefighter vacancies. Assistant Chief Slater indicated that approximately \$4.5 million has been allocated to this program for overtime. These funds will be needed to maintain staffing levels until the new firefighters graduate from the fire college.

The Professional Services category includes \$85,000 for a continuing personal services contract with Health Check (Oavies Medical Center). Under Other Contractual Services, the sum of \$560,000 will be used to make the down payment for four triple combination pumpers and two aerial ladder trucks to be purchased next year, as well as to make the first year lease payments on four triple combination pumpers and two aerial ladder trucks to be leased this fiscal year. Under the Materials and Supplies category, there was discussion about funding for uniforms as well as protective clothing. Assistant Chief Slater indicated that funds were being added to the Consent Decree budget to pay for the uniforms and protective clothing for the new hires next year as well as the 30 firefighters to be hired this fiscal year. Assistant Chief Slater spent some time reviewing the list of equipment shown on Pages 5-6 of the Suppression program. He noted that several of the items of equipment

2. 1989-90 Budget (Continued)

will be withdrawn from the base-line budget and submitted as priority issues for funding above 100 percent. There was some discussion about the amount of money being transferred to Central Shops for automotive maintenance and repairs. This led to a discussion about the feasibility of having the Fire Department maintain and repair its own equipment in a separate facility.

Recess : 1950-2005

Prevention : 2005-2030

Assistant Chief Joseph Medina, Fire Marshal and program manager, made a presentation concerning his budget which covered five pages. He noted that he was requesting five new employees, three uniformed and two miscellaneous. Most of the costs of these employees will be recovered from the fee structure in existence for the Bureau of Building Inspection and High Rise program. Because of the base-line budget approach, it was necessary to remove these employees from the base-line budget and request them at the greater than 100 percent funding level. He commented that the Bureau of Fire Prevention generates almost all of the Fire Department's revenue, which is projected next year in the amount of \$1.4 million. There was some discussion between Assistant Chief Medina and the Commission concerning holiday pay for members assigned to the Bureau, particularly on holidays such as Christmas and New Year. There was some discussion indicating that perhaps the concept of premium pay would be a better way to compensate persons who currently work all holidays rather than make employees work on days when few people in other classifications are required to work.

Commissioner Quinn asked the question about the Materials and Supplies as it relates to materials for the "Learn Not To Burn" program.

In conclusion, Assistant Chief Medina noted that the funding level for his budget for 1989-90 is virtually the same as the current year.

Investigation : 2030-2040

Captain Richard Crispin, program manager, made the presentation for this program. He noted that after he removed his request for replacement automobile that his 1989-90 budget is basically the same as the current year's funding level. He commented that the automobile request was to replace the 1971 vehicle currently being used by the Deputy District Attorney assigned to the Arson Task Force. There was some discussion between the Commission and Captain Crispin concerning the Deputy District Attorney's duties and involvement in the Arson Task Force program. Captain Crispin noted that his services have proved to be invaluable. Not only is he available to respond when requested, and at all greater alarms, he is also a valuable resource for legal assistance.

Support Services : 2040-2050

Assistant Chief Slater, as program manager for Support Services, made a presentation for this program which is spread among 10 pages. The discussion ranged from the custodian to funding the Computer Aided Dispatch (CAO) system, as well as the issue of the feasibility of replacing uniformed members at the Communications Center with civilians. Assistant Chief Slater indicated that it is the plan next year to obtain custodian services from the Department of Public Works rather than have a custodian as the Fire Department's employee.

He noted that a lot of the equipment requested on Pages 7-8 will be removed from the base-line budget and requested in the greater than 100 percent funding level. He informed the Commission that once again \$390,000 has been set aside for next year's budget for the lease-purchase of the CAO system.

2. 1989-90 Budget (Continued)

He commented that the civilianization of the Communications Center comes up every year or so and that the last time it had been reviewed (pro-bono study) it was concluded that it is much more cost effective to keep the operation as it is presently staffed.

Training : 2050-2100

Assistant Chief Gary Musante briefly reviewed his three-page budget indicating that it was comparable to the funding level in the current year's budget. The major item that will have to be treated at the greater than 100 percent funding level is Extended Work Week for field lieutenants who will be required to perform in-service training activities.

Administration : 2100-2120

Assistant Chief Slater reviewed the list of miscellaneous positions assigned to this program as well as the uniformed positions, noting that an additional two firefighters had been reassigned to this program from Suppression as previously mentioned. He explained the data processing contracts, one of which involved Michael Taylor on a part-time basis. He is responsible for preparing programs and problem solving the current CAO system. The other contract in the amount of \$125,000, is the continuing services of PSW3. President Jefferson wanted to know if there was any money in this program for a management study; someone who would come in and work with the Chief and look at the staffing arrangement and recommend any changes that might improve efficiency. President Jefferson commented that the Administration program seems to be under-staffed and wondered if any reassignments can be made to increase the administrative staffing. He thought that the Commission should look at developing an incentive package to attract people to work in Administration.

Consent Decree : 2125-2215

Alan Wong, Supervisor, Fire Department Examination Unit, reviewed the Consent Decree program, noting that he had recommended adding three employees to the Consent Decree unit. In order to stay within the base-line, these employees will be requested at the greater than 100 percent funding level. There was some discussion concerning the examinations scheduled for development next year as well as how and when contractors would be selected to conduct these examinations.

President Jefferson indicated that in his view the Department needs an employee to work full time and function as a "ramrod" for the Consent Decree program. There was some discussion about whether or not such an employee should come from the uniformed ranks. Assistant Chief Slater noted that under contractual services, \$75,000 had been requested to obtain outside legal services on an as-needed basis. He also noted that \$250,000 was included in next year's budget for management training. The amount of money for the court appointed monitor is shown at \$150,000. However, only \$75,000 will be included in the budget; the balance will be requested at the greater than 100 percent level of funding.

Comments from the Public : 2215-2309

Ms. Susan Stacks, referring to the Consent Decree program, commented that the amount of money shown for the chairs and filing cabinets seem quite excessive as she recently purchased these items for a much lower price. Assistant Chief Slater said he would look at the amounts again before the final budget is submitted. She also wondered if the technical supplies listed on Page 5 in Sub-object 2265 would be used for the entire department or just for the new firefighters. Assistant Chief Slater said that it would be used for the entire department.

2. 1989-90 Budget (Continued)

James Ahern, Secretary, Local 798, spoke from 2220 to 2300 hours, presenting Local 798's views regarding the proposed 1989-90 budget.

"As we have done in the past, Local 798 has prepared comments to the Fire Commission throughout the budget process. For example, when former Chief Phipps submitted the 1987-88 budget, we were concerned that of the \$2 million in requested funds for equipment, only \$676,000 was received. By denying budget requests at that time, the Fire Department was falling behind the Motorized Equipment Replacement Program. The Department received only one pumper in the 1986-87 budget and did not receive sufficient aerials and pumpers in the 1987-88 request. Another example of inadequate funding was that of the 350 Scott Air Paks and 350 spare cylinders requested in the 1987-88 budget, none had been approved. Therefore, these remarks are offered as background information to the Commission as to Local 798's interest in sufficient funding for apparatus and equipment as well as other items that impact our membership.

"During Assistant Chief Slater's presentation to the Fire Commission this evening, Assistant Chief Slater stated that the proposed budget would assume a daily firefighter staffing of 295, a reduction from the 315 minimum staffing requirements. Local 798 believes that this staffing reduction is premature for discussion since tomorrow on February 1, we are scheduled to have our Memorandum of Understanding discussions with the Administration regarding minimum staffing and other issues. Therefore, we believe that any discussion regarding assumptions of daily staffing is inappropriate at this time. Aside from that, Local 798 would like the Commission to consider the following questions and/or comments:

"Questions

1. Has a subcommittee seeking community participation to serve as members been appointed to review the budget?

Approximately two months ago, there was interest from the community to participate in such a committee.
2. Are there adequate funds being provided for firehouse maintenance, such as roof repair, water leaks, interior and exterior painting and general maintenance?
3. What is the status of the aerial ladder certification?
4. How does the LTI aerial warranty maintenance apply to the trucks at Station 7 and Station 11?
5. Have adequate funds been provided for protective clothing to provide for the new hires, as well as backup supplies for emergencies, such as hazardous materials exposure?
6. Have funds been set aside for the July 1 pay raise, and if so, what amount?
7. How many firefighters will this budget provide for each day?
8. Does the leasing amount adequately reflect the number of additional aerials and pumpers that should be leased to bring our fleet within the Motorized Equipment Replacement Program?

2. 1989-90 Budget (Continued)

"Comments

Local 798 realizes that there has been a request for tuberculosis testing in the proposed budget. However, we believe that more funding should be provided in this area. On September 11, 1987, Local 798 sent a letter to Dr. William Newsom, Department Physician, indicating six items for the Medical Advisory Committee's consideration, such as AIDS in the work place, Hepatitis "B" voluntary vaccination program, exposure to diesel emission in fire stations, asbestos exposure in fire stations, medical study to be conducted by Dr. Charles Becker with probationary firefighters, and communicable disease infection program by county health officers. In terms of immunization, we believe that in addition to tuberculosis testing which should be provided to every firefighter, that immunization also be provided for tetanus-diphtheria, rubella, measles, polio and influenza, as well as firefighters at their option, receiving the Hepatitis "B" vaccine.

Local 798 continues to advance programs in hearing protection and believes that firefighter should be provided with hearing protectors. Other safety items that should be considered in this budget as protective measures are diesel emissions and asbestos, and exposure in fire stations.

Local 798 is concerned that approximately \$2.5 million will be spent from the San Francisco Fire Department budget with the implementation of the Consent Decree, and yet, at the same time, it appears that staffing reductions of 18 firefighters per day and one Chief's Aide per day are being made in this budget as an offset to the cost of the Consent Decree. We believe that staff reductions are inappropriate and unjustified and, therefore, the proposed budget has insufficient budget requests.

San Francisco Firefighters Local 798 offers these questions and comments to the Fire Commission for serious consideration before the adoption of the base-line budget for 1989-90."

There being no further business to come before the Commission, the meeting was adjourned at 2310 hours.

Raymond G. Connors
Secretary

DOCUMENTS DEPT.

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-SF
JOURNAL OF PROCEEDINGS

FIRE COMMISSION

Special Meeting - Tuesday February 7, 1989 - 1800 Hours

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James O. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keke was excused for business reasons.

Frederick F. Postel
John F. Boscacci

- Chief of Department
- Deputy Chief - Administration

Chief Officer - Staff:

Joseph A. Medina

- Fire Prevention

Chief Officers - Firefighting Service:

William M. Shaughnessy
Charles W. Zerbe
James P. Olson

- Division 1
- Division 2
- Division 3

2. 1989-90 Budget

Discussion and adoption of 1989-90 Budget.

President Jefferson indicated that the purpose of tonight's meeting was to adopt a base-line budget and submit it to the Mayor's Office in order to meet the budget deadline of February 16, 1989. He asked Assistant Chief Howard Slater to begin the Department's budget presentation.

2. 1989-90 Budget (Continued)

Assistant Chief Slater handed out two computer documents. The first showed the breakdown by object of expenditure covering all programs. The second indicated that the amount requested by the Department was slightly more than \$138 million. He noted that the suggested base-line as provided by the Mayor's Office is approximately \$135 million. He also referred to a two-page document which listed the 33 priority items recommended by the Chief and his staff which will form the budget issues that will be submitted over and above the base-line budget. This subject along with a list of proposed reductions in the range of 5 to 10 percent will be submitted to the Commission and adopted at a special meeting sometime between February 14 and February 28, 1989.

Commissioner Quinn inquired if the base-line budget included the money to lease apparatus for next fiscal year. Assistant Chief Slater said that it did. Commissioner Quinn asked if any thought had been given to leasing other equipment, such as automobiles, rescue squads and service squads. Assistant Chief Slater indicated that leases for that type of equipment, particularly automobiles, are not as financially attractive as those for aerial ladders and pumps.

President Jefferson asked if anyone in the audience wished to make any comment about the budget before the Commission takes its action. There was no response. Commissioner Berman moved and Commissioner Bretz seconded to adopt the Fire Department's base-line budget for 1989-90 in the amount of \$134,798,346.

6. OFF-CALENDAR DISCUSSION - PUBLIC COMMENT

William F. Murray - Chief Emeritus

Chief Postel informed the Commission that former Chief of Department William F. Murray is hospitalized at Kaiser Hospital in San Rafael and recovering from surgery. President Jefferson directed Secretary Connors to send some flowers to Chief Murray on behalf of the Commission and to write a letter expressing the Commission's concern and sincere wishes for a speedy recovery.

There being no further business to come before the Commission, the meeting was adjourned at 1845 hours.

Raymond G. Connors
Secretary

FEB 27 1989

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No. 89-06

JOURNAL OF PROCEEDINGSFIRE COMMIS S I D N

Regular Meeting - Tuesday February 14, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 2D1

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business vacation.

Frederick F. Postel - Chief of Department
Michael T. Farrell - Deputy Chief - Operations
John F. Boscacci - Deputy Chief - Administration
Frank Scales, Jr. - Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Firefighting Service:

Frank T. Blackburn - Division 1
William G. Richardson - Division 2
James P. Olson - Division 3

2. Adoption of the minutes of the Regular Meeting of January 24, 1989.
Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CDNSENT CALENDAR

All matters listed hereunder (Items "A" through "H" and "J" through "L") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. Commissioner Bretz asked to have Item "I" removed from the Consent Calendar.

3. CONSENT CALENDAR

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Griffin, James W.	H20	02-18-89	2	US Coast Gd. Res.	Attend Active
Petty Officer	LT	thru 02-19-89		Yerba Buena Is. S.F., CA	Duty Training

B) Monthly Report - Training

Submitting monthly report from Bureau of Training for January, 1989.

C) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during January, 1989.

D) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - MARCH 9, 1979

H20 Lieutenant

Audry Lee
Bernne Wangara
Tyrone Rockett

Worthy Brooks
Robert Denmons
Jimmie Braden

EFFECTIVE DATE - DECEMBER 30, 1988

Richard Robinson
Early Davis
Henry Manning
Daniel Miller
Ozell Austin
Ernest Ware
Adam Young
James Dunson
Rod Bennett
George Drake
Alex King
Johnny Lo
Eugene Baraona
Armando Mayorga

Philip Leanio
Bernie Lee
Alson Lee
Richard Gutierrez
Federico Sanchez
Gary Leal
Robert Kim
Roland Lee
Paul Chin
Ronald Rodriguez
Victor Pagan
Rene Revel
James Connors
Joseph Asaro

3. CONSENT CALENDAR

D) Permanent Appointments (Continued)

Lawrence Giovacchini
Robert Andersen
Alfred Quartaroli
Ray Dito
Kenneth Farris
Frank Cardinale
King Strong
George Ripoll
James McHugh
Manuel Vasquez
Edward Cruz
Joseph Higgins
Romero Mabutas
Sam Harper
James Romeyn
Gary Montague
Michael Kearney
Patrick White
Richard Shortall
John McAlister
Eugene T. Murphy
John A. Murphy
James Harrington

Marcus Gonzales
Michael Ryan
Richard Kochevar
Thomas Smith
Michael Jones
Philip Kelber
Ray Zanini
Philip Garcia
Leslie Moy
Robert Childs
Leroy Caracter
William Tobin
Christopher Gargano
Patrick Casserly
Theodore Corporandy
Joseph Moriarty
Thomas Doudiet
Richard Brown
John Forbes III
Richard Ames
Garry Bradford
Kevin Walsh

E) Non-Civil Service Appointment

Reporting the following NON-CIVIL SERVICE appointment:

EFFECTIVE DATE - JANUARY 21, 1989

H40 Battalion Chief

John F. Pender
(vice: Alfred Smyth,
retired)

F) Non-Civil Service Appointment

Reporting the following NON-CIVIL SERVICE appointment:

EFFECTIVE DATE - JANUARY 31, 1989

7334 Stationary Engineer

McGregor, Norval E.
(vice: As Needed)

3. CONSENT CALENDAR

G) Resignation

Submitting resignation of H2 Firefighter Jerry Puckett, effective close of business January 24, 1989.

(Resignation was with "unsatisfactory services." Approximate length of service - 17 years.)

H) Leave of Absence

Submitting request for leave of absence with pay for Battalion Chief Gary J. Torres, Management Information Systems/Bureau of Communications, for five days, February 22 through February 26, 1989, in order to attend the National Fire Information Consul Meeting on MIS Computerization at Seattle, Washington. No travel cost to the City is involved. Accommodation and transportation will be provided by the National Fire Information Consul. He will not be replaced while on leave.

I) Accidents (Removed from Consent Calendar)

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Responsibility	Recommendation
ALF, Engine 23 Off: Lt. Tilden Hansen; Orv: FF Bernard Gibson	64-88	09-09-88	545	Preventable	File
ALF, Truck 15 Off: Capt. John Peoples; Orv: FF Melvin Pitre; FF John Welch	65-88	09-09-88	668	Preventable	File
WLF, Engine 40 Off: Lt. Early Oavis; Orv: FF Patrick Wetteland	67-88	09-26-88	566	Preventable	File
ALF, Engine 13 Off: Lt. Philip Leanio; Orv: FF Jose Ramirez	68-88	09-28-88	558	Preventable	File
ALF, Truck 18 Off: Capt. Wayne Mitchell; Orv: FF Thomas Griffin; Tlrm:	69-88	09-29-88	662	Preventable	File
Engine 32 Off: Lt. Gary Leal; Orv: Rudolph Labrado	70-88	08-06-88	581	Preventable	File
Ford, H.P. Orv: Utility Plumber Oennis Murphy	71-88	09-13-88	955	Non-preventable	File
Ply. A.W.S.S. Orv: Andrew Nielsen, Supv., Water Supply	72-88	09-29-88	108	Non-preventable	File
Truck 1 Off: Lt. Philip Kelber; Orv: FF Thomas Siragusa; Tlrm: FF Roger Erickson	73-88	10-06-88	602	Preventable	File

3. CONSENT CALENDAR

I) Accidents (Continued)

	Accident No.	Date	Serial No.	Responsibility	Recommendation
Truck 10 Off: Lt. Alson Lee; Drv: FF Allen Reinstadler;	74-88	10-12-88	626	Preventable	File
Truck 1 Off: Capt. Mike Sullivan; Drv: FF Stephen Parrott;	75-88	10-14-88	602	Non-preventable	File
Truck 10 Off: Lt. Warren Mahan; Drv: Allen Reinstadler;	76-88	10-15-88	626	Preventable	File
Ply, BFP Drv: FSI-II Milton Yuen	77-88	10-17-88	026	Preventable	File
ALF, Truck 5 Off: Lt. Robert Anderson; Orv: FF Michael Pera;	78-88	10-18-88	675	Non-preventable	File
Ford, 8FP Drv: Insp. James Gravanis	79-88	10-20-88	009	Non-preventable	File
Truck 16 Off: Lt. Federico Sanchez; Drv: FF William Kneis;	80-88	10-22-88	658	Non-preventable	File
Chevy, CD-3 Off: Deputy Chief John Goscacci	81-88	10-22-88	4D2	Non-preventable	File
Ford, H.P. Orv: Laborer Wayne Nowell	82-88	09-06-88	901	Preventable	File
Ford, H.P. Drv: Utility Plumber Amano Johnson	83-88	06-24-88	96D	Non-preventable	File
Truck 1D Off: Lt. Warren Mahan; Orv: FF William Pidge;	84-88	10-26-88	626	Preventable	File
Ford, H.P. Drv: Laborer Wayne Nowell	85-88	10-28-88	901	Preventable	File
Ply, 8FP Off: Capt. Thomas Nyhan	86-88	10-29-88	022	Non-preventable	File
Truck 7 Off: Lt. Adam Young; Drv: FF Matthew Plescia;	87-88	11-07-88	6D5	Non-preventable	File
Truck 14 Off: Lt. Michael Kearney; Drv: FF Allan Paul;	88-88	11-13-88	763	Non-preventable	File
Truck 7 Off: Capt. Timothy Miles; Drv: FF John Minnick;	89-88	11-16-88	605	Preventable	File
Airport 1 Off: Capt. Raymond Salzarini; Drv: FF John Darmanin	90-88	11-28-88	M31	Non-preventable	File
Chevy, OES Orv: Carl Koon, Emergency Planning Coord.	91-88	12-06-88		Non-preventable	File

3. CONSENT CALENDAR

J) Monthly Report - Management Services

Submitting monthly report from Assistant Deputy Chief, Management Services, concerning activities performed during January, 1989.

K) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, January 7 through January 20, 1989.

L) Temporary Appointments

Reporting having made 24 temporary appointments January 7 through January 20, 1989.

Commissioner Bretz moved and Commissioner Berman seconded. "H" There were no questions or discussion and Items "A" through "I" and "J" through "L" on the Consent Calendar were adopted or ordered filed as appropriate.

I) Accidents (Item Removed - See Page 4)

Submitting reports and recommendations of the Accident Committee regarding 27 accidents.

Commissioner Bretz expressed concern about the accident report item which indicated that there were 27 accidents covering approximately three months; that 14 were "Preventable" and 13 were "Non-preventable." She asked when the Accident Committee was scheduled to meet next. Chief Postel asked Assistant Chief William Richardson to respond. Assistant Chief Richardson, Chairman of the Accident Committee, indicated that a meeting is tentatively scheduled for the third week in March. He noted that the accidents on tonight's Calendar represented a backlog that was caused, in part, due to the difficulty of selecting a meeting date where all members could attend. He noted that the accidents occurred from August 1988 through December 1988. Commissioner Bretz asked if this number was unusual over a three-month period. Assistant Chief Richardson indicated probably not. However, he pointed out that the total number of accidents for last fiscal year was reduced by six. This, in spite of the fact that the number of responses department-wide increased by 8,500. Assistant Chief Richardson indicated that he would inform the Commission when the Accident Committee schedules its next meeting.

Commissioner Quinn moved and Commissioner Bretz seconded.

There were no further questions or discussion and the accidents were adopted.

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

Reported having made 24 temporary appointments during Payroll Period January 7 through January 20, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Kenney, Arthur	H40	H50	8	7, 9, 10, 12, 13, 15, 16, 20
Blackburn, Richard	H30	H40	2	13, 14
Costella, Guido	"	"	1	20
Dee, Lynwood	"	"	1	20
Norton, John	"	"	2	13, 14
Pender, John	"	"	3	17, 18, 20
Maloney, George	H20	H30	2	7, 8
Murphy, Daniel	"	"	1	16
Sullivan, James	"	"	1	20
Traversaro, John	"	"	2	18, 19
Wright, Joseph	"	"	2	18, 19
Allen, Richard	H2	H20	10	9, 10, 11, 12, 13, 16, 17, 18, 19, 20
Fuhrman, Paul	"	"	10	9, 10, 11, 12, 13, 16, 17, 18, 19, 20
Cunnie, Michael	H2	H10	1	20
Flaherty, Stephen	"	"	2	13, 14
Larkin, Henry	"	"	2	8, 9
Siragusa, Thomas	"	"	2	11, 12
Vannucchi, James	"	"	1	8
Rapp, Charles	H6	H22	8	9, 10, 11, 13, 16, 17, 18, 19
DeCossio, Edward	H2	H4	4	17, 18, 19, 20
Parrott, Edward	"	"	3	18, 19, 20
Roberts, Leonard	"	"	1	20
Carr, Elmer	H2	H6	1	9
Murray, Paul	H10	"	10	9, 10, 11, 12, 13, 16, 17, 18, 19, 20

4. REGULAR CALENDAR - UNFINISHED BUSINESS

- A) Formal Hearing (Cont'd from Meetings of 10-25-88, 11-22-88, 12-13-88 & D1-24-89)
Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on October 14, 1988, against Lieutenant John W. Hester, charging him with violations of the Rules and Regulations as follows:

Section 3912 - Intoxicants/Drugs

Section 3956 - Acts Detrimental to Welfare
of Department

Note: The Fire Commission will meet in executive session pursuant to Charter Section 3.5DD (f)(1) and Government Code 54957 (Personnel Matter) before ruling on this formal complaint.

1845-1910

Deputy Chief Boscacci and Deputy City Attorney Eric Uhl represented the Department. William McNeill, Esq. represented Firefighter John Hester, who was present.

(Executive Session : 1845-19D5)

When the public meeting resumed, Mr. Uhl announced that the City recommended that the pending charges be dropped and the matter closed. He advised the Commission that the Chief's decision to terminate Lieutenant Hester's probationary appointment (as set forth in a letter dated December 15, 1988) was based on the same events (October 3, 1988) that triggered the formal complaint. Terminating the probationary appointment constituted a form of discipline. Thus, he cannot be disciplined twice.

President Jefferson ordered that the case be closed.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

B) Formal Hearing (Cont'd from Meetings of 12-13-88, D1-1D-89 & D1-24-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on December 6, 1988, against Firefighter Robert J. Guldbech, charging him with violations of the Rules and Regulations as follows:

Section 3923 - Disobedience

Section 3926 - Failure to Report

Note: Penalty Phase only. On D1-24-89, Firefighter Guldbech was found guilty of violating Sections 3923 and 3926.

191D-1935

Deputy Chief Boscacci and Deputy City Attorney Eric Uhl represented the Department. Neither Firefighter Robert Guldbech nor his counsel was present. It was determined that both Firefighter Guldbech and his counsel received notice (at the end of January 24, 1989, appearance before the Fire Commission) that the penalty phase would be held tonight.

President Jefferson asked Chief Postel for his recommendation. Chief Postel recommended a 9D-day suspension.

(Executive Session : 1915-193D)

When the public meeting resumed, Commissioner Quinn made the following motion, seconded by Commissioner Bretz:

- I move to terminate immediately Firefighter Robert Guldbech; however, this termination will be held in abeyance if Firefighter Guldbech concurs to the following conditions:
1. Firefighter Guldbech will be suspended for 9D days without pay,
2. During this 9D-day period, Firefighter Guldbech will submit to and successfully complete random drug/alcohol testing, and
3. For two years after this suspension, Firefighter Guldbech will submit to and successfully complete random drug/alcohol testing.

The motion was unanimously adopted by the Fire Commission (4-0).

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Homestead Savings
1777 Murchison Drive
Burlingame, California 94010

December 5, 1988

Mr. Henry Berman
164 Marco Way
So. San Francisco, CA 94080

Dear Henry:

Approximately 10 days ago, I had a fire in my library. Fortunately no one was hurt.

Having had a very close friend who was battalion chief, I am familiar with the workings of the fire department. It was necessary to destroy the fireplace and parts of the floor. The fire was difficult to control as it was under the floor joists and very difficult to get to without tearing up my library to a larger extent.

Battalion Chief Kieley and his men did a superb job. They were extremely careful and worked for 3-1/2 hours to be sure that the fire did not reoccur.

Congratulations on having a great fire department!

Sincerely,

/s/ LARRY WEISSBERG

* * * * *

The Maiden Lane Association
34 Maiden Lane
San Francisco, California 94108

August 2, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Last Friday evening, July 29, 1988, around 9:00 p.m., we had a garbage fire in front of 60 Maiden Lane. It could have been a real inferno and as it was, the flames were shooting up into the awnings. On behalf of the retailer located there and our members I want to thank your men for responding quickly to our call. I happened to be at a party at 34 Maiden Lane at the time and one of the guests reported it to us and we then called 911.

Sincerely,

/s/ EMILY L. NEWELL
Administrative Director

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

San Francisco Spina Bifida Association
1286 Underwood Avenue
San Francisco, California 94124

December 16, 1988

Chief Frederick F. Postel
San Francisco Fire Department
26D Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

December 4th was the enchanted day of our annual Christmas party for our Standard and San Francisco Chapters of the Spina Bifida Association. Spina Bifida is the number one crippling birth defect in this country.

As in years past, the success and joy of our Christmas party was primarily due to the donated time and warmth bestowed by members of San Francisco's Finest from Station 21. Mario Ballard, Vice President of the San Francisco Spina Bifida Association rallied together friends and co-works to help with the gaieties.

Steve Moore aka Smokey the Clown, dazzles children and parents alike. Each year his magic tricks keep the audience charmed. He is possibly the world's most unique and loving magician!

Dur Santa, 8111 Anderson is a natural with his warm, sincere smile and a heart as big as the sky. The children sparkle with delight at the sound of his voice. He takes time with each child and really does check his list twice.

Dur singing and guitar playing volunteer, Lenny DeStefano puts us all in festive mood and "fills in the blanks" between Smokey and Santa.

As you know, Christmas is a very busy time of the year. Each of the above mentioned men have a family of their own with the commitments and responsibilities that follow. However, every year without hesitation, they graciously volunteer their time for our special children.

With the "problems" and "un-newsworthy publicity" the San Francisco Fire Department receives, I wanted you to know that the spirit of Christmas is very much alive in the hearts of very special firefighters: Steve Moore, Bill Anderson, Lenny DeStefano and Mario Ballard.

Therefore, on behalf of the children with Spina Bifida, their families and friends, please accept our sincere thanks and heartfelt appreciation.

Most sincerely,

/s/ NANCY J. BALLARD
Secretary

* * * * *

November, 1988

San Francisco Fire Department

Dear Sirs:

Please forward our thanks to the men who came to our house on the evening of November 23, 1988, in response to a call that our son was unconscious, not breathing, and seizing due to a head injury. The toddler is now fine but was dazed for serval hours. So were we as parents. We appreciated the quick response time and the professionalism of your staff.

Gratefully,

/s/ TDRREY & EILEEN STADTNER
2334 - 17th Avenue
San Francisco, CA 94116

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Recreation and Park Department
McLaren Lodge, Golden Gate Park
San Francisco, California 94117

December 12, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On behalf of the Special Needs Division of the San Francisco Recreation and Park Department and the San Francisco Special Olympics, I would like to take this opportunity to thank your very efficient Management Services Division under the direction of Assistant Chief William Richardson, and the firefighters of Truck 9, Engine 9 and Battalion Chief David McCarroll for making the 20th Annual Christmas Luncheon for the developmentally disabled a huge success.

The time and effort put forth by the firefighters of Station 9 in delivering turkeys to the St. Francis Westin Hotel Catering Division for cooking, and then picking them up and delivering the turkeys to the San Francisco Cooking Fair Building in time for the firefighters to carve and serve the turkeys, has truly enhanced this worthwhile event. We had over 350 children and adults in attendance.

Congratulations to the San Francisco Fire Department for continuing a 17 year tradition which brings so much happiness to this very special population.

Sincerely,

/s/ DONALD YBARRETA, Supervisor
Special Needs Division

* * * * *

S F U S D
William R. DeAvila Elementary School
1351 Haight Street
San Francisco, California 94117

November 30, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Many, many thanks for permitting Lieutenant Frederick Leidecker to visit the William R. DeAvila Elementary School, and talk with all the children about the fire at Haight and Cole Streets, and fire safety.

Lieutenant Leidecker was absolutely sensational! There is not a student in this school who does not love him, and he is warmly regarded by the staff and parents.

Captain Thomas Nyhan provided educational materials that were given to the children, and most appreciated.

Without reserve, this was one of the most wonderful workshops that has ever been done with the children at William DeAvila school, and we hope that it can be done again next school year.

Warmly,

/s/ JOAN BRYAN
Community Relations Specialist

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for January, 1989.

- a. There are 212 unfilled positions in the uniformed forces:
199 are vacant and 13 represent retirees receiving their accumulated sick pay.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>December</u>	<u>January</u>
Vacation : Annual	19.84	22.71
IDV	8.29	3.94
F/H	2.13	3.39
Compensatory Time	2.35	1.65
Sick Leave	10.13	11.13
Disability	16.87	17.55
Military Leave	.10	.00
Other (LO/CTR)	4.42	4.77
Total	64.13	65.14

- c. The following W.D.O.'s were awarded during the month of January:
- | | |
|---|--|
| 5 - H50 Assistant Chiefs, for 24 hours | |
| 23 - H40 Battalion Chiefs, for 24 hours | |
| 43 - H3D Captains , for 24 hours | |
| 102 - H20 Lieutenants , for 24 hours | |
| 58 - H10 Chief's Aides , for 24 hours | |
| 1222 - H2 Firefighters , for 24 hours | |
- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:
- 123 - Triple Combination Pumpers
31 - Aerial Ladder Trucks
21 - Miscellaneous Vehicles
- ii) The following apparatus were out of service and under repair at Central Shops:
- 6 - Triple Combination Pumpers
5 - Aerial Ladder Trucks
3 - Miscellaneous Vehicles
- iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:
- 1 - Triple Combination Pumper
1 - Aerial Ladder Truck
1 - Miscellaneous Vehicle
- iv) The following apparatus were available for relief purposes:
- 10 - Triple Combination Pumpers
0 - Aerial Ladder Truck
2 - Aerials as city service trucks (no aerial)
- v) All in-service pumpers or relief pumpers were able to draft.
Five in-service aerials served as city service trucks (no aerial).
- Respectfully submitted,
/s/ FREDERICK P. PDSTEL
Chief of Department

Commissioner Quinn moved and Commissioner Berman seconded.

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

James Ahern, Secretary, Local 798, inquired about the status of the testing for the remaining aerial ladders. Chief Postel indicated that Assistant Chief Howard Slater is not present tonight, so a specific answer cannot be provided. However, Assistant Chief Slater will contact James Ahern as soon as he returns to duty. James Ahern indicated that he would be pleased to receive a phone call from Assistant Chief Slater as soon as he returns as well as a written report, if available, concerning the status of testing aerial ladders. Commissioner Quinn noted that it was his understanding that Assistant Chief Slater indicated at a previous meeting that a request was submitted to the Purchaser but bids had not been awarded.

There were no further questions or discussion and the monthly report of Chief of Department was adopted.

C) Request for Reconsideration - Leave of Absence

Submitted request from Mary Boucher, 628D Fire Safety Inspector I, asking the Commission to reconsider its action of January 3, 1989 - abridgment of leave.

Secretary Connors advised the Commission that this morning he received a call from a representative at Local 21 requesting a two-week continuance as Ms. Carol Isen, the person who wishes to make a presentation before the Commission on this item, is absent due to illness. President Jefferson directed that the matter be continued to the meeting of February 28, 1989.

D) Human Relations Training Workshop

Presentation from Richard Hirschaut, Director of the "World of Difference" Training Program.

Secretary Connors informed the Commission that he received a call from Victoria Macklin, Manager, Human Resources, indicating that Mr. Richard Hirschaut, Director of the "World of Difference" Training Program, is ill and cannot attend tonight's meeting and has requested a continuance. President Jefferson directed that the matter be continued to the meeting of February 28, 1989.

5. REGULAR CALENDAR - NEW BUSINESS

E) Appeals Process - EEO Complaints

Submitted for adoption an appeals process for EEO complaints as prepared by the City Attorney's Office (letters from Deputy City Attorney Eric Uhl, dated January 6, 1989 and January 23, 1989).

Commissioner Berman moved and Commissioner Quinn seconded.

President Jefferson indicated that it was his understanding that all persons interested in this appeals process have not received copies of the letters from Deputy City Attorney Eric Uhl. Secretary Connors indicated that this was correct. He commented that before tonight's meeting he handed Captain Robert Demmons, President, Black Firefighters Association, a copy of Mr. Uhl's letter dated January 23, 1989, and a copy has not been given to the Chiefs Association. Secretary Connors further indicated that previously he had mailed a copy of the January 23 letter to Local 798 and individually to Firefighter John O'Shea as he had testified on the EEO complaint process before the Commission at the meeting of January 24, 1989. President Jefferson suggested that the Commission proceed tonight with discussion from the public and have the matter continued for adoption to the meeting of February 28, 1989.

Deputy City Attorney Eric Uhl addressed the Commission and indicated that the issue before the Commission involves appealing decisions that the Chief makes on EEO complaints, including ultimate appeals to the Court Monitor and the U.S. District Court. This process is being presented to meet one of the conditions set forth in the Consent Decree. There has been extensive discussion among the Chief, the Court, Court Monitor, and the plaintiffs concerning this matter, and the Court has approved the City's proposal in which the Commission can tonight. Basically, there are three scenarios in which the complainant can appeal disciplinary action regarding EEO complaints. He noted that the respondent (the person being charged) cannot appeal to the Monitor. The first scenario is when the Chief takes direct disciplinary action, that is, charges are filed, administrative hearing is held, and the Chief imposes disciplinary action or takes no action at all. If the complainant believes that the Chief's action is too lenient then he or she can appeal to the Monitor. The Monitor reviews the Chief's decision; the Monitor can approve the Chief's action or remand it to the Commission for a full evidentiary hearing. Then the Commission hears the matter and renders a disciplinary determination. If the complainant still feels that the decision is too lenient then he or she can appeal the matter to the Monitor again. The Monitor can affirm the Commission's decision or hold her own hearing and impose a greater discipline, if it is warranted. After that, the complainant can appeal the matter to the District Court, and that is basically the process for all three scenarios.

1. Appeals when Chief takes disciplinary action or dismisses a complaint;
2. Appeals when the member named in a complaint appeals a direct disciplinary decision by the Chief to the Fire Commission and the Commission reduces the discipline imposed by the Chief; or
3. Appeals when the Chief brings a matter before the Fire Commission by verified complaint.

President Jefferson asked if these procedures when adopted will be formally incorporated in the Department's EEO procedures. Mr. Uhl said yes. President Jefferson indicated that the process seems to be somewhat confusing and wondered if there is some way to simplify it so that a complainant will

5. REGULAR CALENDAR - NEW BUSINESS

E) Appeals Process - EEO Complaints (Continued)

easily understand his or her options. Mr. Uhl indicated that in the January 6 memorandum there was a flow chart attached which easily traces the various steps. Mr. Uhl also indicated that attached to the January 23 letter were three one-page synopses which clearly outline the steps that any complainant would have to take. He thought that perhaps the synopses and the flow chart should be distributed to complainants.

James Ahern indicated that he appreciated the fact that this matter is to be continued to the next meeting so that Local 798 can review what it has received. He requested that Local 798 be given a copy of the January 6 letter which contained the flow chart previously referred to by Deputy City Attorney Eric Uhl. President Jefferson directed Secretary Connors to send a copy of the January 6 letter to Local 798 and other interested parties.

Firefighter John O'Shea, who previously appeared before the Commission on the EEO complaint process, asked to make some comments on the appeals process. He indicated that it was his recollection that there would be a complete review of the total complaint system, whereas tonight's item only addresses the appeals process. He had some specific questions pending: the use of non-minorities on the Review Committee, the format and form of the Chief's reply to a complaint, as well as the chain of command process. He wondered if any of those issues will be addressed. President Jefferson apologized if there is any misunderstanding but the EEO complaint procedure that is now in place has already been adopted and distributed by general order so that subject is not presently before the Commission. What is before the Commission is the appeals procedure which was not part of the original EEO complaint process. Therefore, discussion tonight will be limited to EEO appeals procedure. Firefighter O'Shea indicated that it was his thought that the Review Committee would be reviewed to determine its composition and wondered if that cannot be handled in the future. President Jefferson indicated that once the Department has minorities and women at all ranks then it would be possible to review the composition of that committee. Firefighter O'Shea wondered if everyone who has a complaint named would be notified by Management Services, or should the complainant go to Management Services and request the proper forms. Assistant Deputy Chief Scales indicated that Management Services will send the proper forms once the appeals procedure is adopted by the Fire Commission.

There were no further questions or discussion and President Jefferson directed that the matter be continued to the meeting of February 28, 1989.

F) Public Comment

No comments were made by the public.

SUPPLEMENTAL CALENDAR

Commissioner Bretz moved, seconded by President Jefferson, that the Supplemental Calendar be heard as the need to take action arose subsequent to the agenda being posted as specified in Section 54954.2(b)1 of the Government Code (Brown Act). The motion passed 4-0.

G) Leave of Absence

Submitted request for leave of absence with pay for Andrew K. Nielsen, Superintendent, Bureau of Engineering and Water Supply, for three days, February 15 through February 17, 1989, in order to inspect the manufacturing and testing of the high-pressure hydrants at Seattle, Washington (Proposition A Bond Issue). No cost to the City is involved. Transportation and lodging will be provided by the manufacturer, Olympic Foundry (1984) Inc.

Commissioner Berman moved and Commissioner Quinn seconded.

Commissioner Bretz reminded Secretary Connors that the Commission expects to receive a report from Mr. Nielsen once he returns from Seattle. Secretary Connors indicated that he would so advise Mr. Nielsen.

There were no further questions or discussion and the request for leave of absence with pay was adopted on recommendation of Chief of Department.

6. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

This litigation concerns the H2 Firefighter Entry Level Examination, Promotional Examinations, and related matters.

Closed session was not held.

There being no further business to come before the Commission, the meeting was adjourned at 2110 hours.

Raymond G. Connors
Secretary

[SF]

JOURNAL OF PROCEEDINGS DOCUMENTS DE
FIRE COMMISSION SAN FRANCISCO PUBLIC LIBRARY
 MAR 20 1989

Special Meeting - Friday - February 24, 1989 - 0900 Hours

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James O. Jefferson
 Commissioner Henry E. Berman
 Commissioner Sharon L. Bretz
 Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons.

Frederick F. Postel

- Chief of Department

2. 1989-90 Budget

- a) Adoption of Priority List for funding issues greater than baseline budget.
- b) Adoption of Priority List for reductions from the baseline budget.

President Jefferson acknowledged that this morning each Commissioner had received a two-page prioritized summary containing the Department's recommendations of budget issues above baseline, with an accompanying 32 pages of explanation in support of the Department's recommendations. He noted further that the second requirement from the Mayor's Office concerning a list of reductions from baseline has not been prepared and submitted to the Commission for its review and adoption. In order to give the Department time to prepare its list of reductions and the Commission ample time to review the list of budget issues and its supporting documentation, President Jefferson suggested that the meeting be recessed until Wednesday, March 1, 1989, at 1330 hours.

James Ahern, Secretary, Local 798, asked if the staff would provide Local 798 with a list of the proposed reductions as soon as they are ready. President Jefferson directed Secretary Connors to provide Local 798 with a copy of the list of reductions.

There being no further discussion, the Commission meeting was recessed until Wednesday, March 1, 1989, at 1330 hours.

RECESSED MEETING OF SPECIAL MEETING WHICH BEGAN
FRIDAY, FEBRUARY 24, 1989, AT 0900 HOURS

RECESSED MEETING RESUMED DN
WEDNESDAY, MARCH 1, 1989, AT 1330 HOURS

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Commissioner Henry E. Berman (Excused 1600 hours)
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department (Excused 1600 hours)
- Deputy Chief - Operations
- Deputy Chief - Adm. (Excused 1600 hours)
- Assistant Deputy Chief - Mgt. Svcs.
(Excused 1600 hours)

Chief Officers - Staff:

Joseph A. Medina
Howard L. Slater

- Fire Prevention
- Support Services

Chief Officers - Firefighting Service:

Frank T. Blackburn
Harry F. Brophy
John H. Hirshfeld

- Division 1
- Division 2
- Division 3

2. 1989-90 Budget

a) Adoption of Priority List for funding issues greater than baseline budget.

President Jefferson asked Assistant Chief Howard Slater to begin his presentation by reviewing each of the 21 priority items contained in the packet previously submitted to the Fire Commission.

2. 1989-90 Budget (Continued)

<u>Priority</u>	<u>Program</u>	<u>Description</u>	<u>Amount</u>
1	Suppression	Breathing Apparatus/Air Cylinder	\$142,935
<p>This request would provide funds to outfit all truck companies with breathing apparatus (Scott Air Paks) and air cylinders, similar to the way pumpers are currently outfitted. This is in response to the Department's increasing involvement in medically related incidents. Commissioner Berman inquired as to what portion of this expense can be recovered under S.B. 90. Assistant Chief Slater said that the accounting office is still reviewing data for the last 10 years to determine our average annual expenditures in this area. Once this review has been completed, the Department will know what portion of this expense is recoverable. Assistant Chief Slater estimated that up to 20 percent of the expense may be recoverable:</p>			
2	Suppression	Command Vehicles	95,000
<p>These funds would purchase and outfit five command vehicles to be assigned to Suppression (Battalion districts). The reason for its high ranking is that no funds were provided this year to purchase such vehicles and only two were funded in the previous year. The Department is rapidly falling behind in its replacement program. Assistant Chief Slater said that for the first time the Department is requesting the "Bronco" type of vehicle which will be more suitable for carrying the necessary equipment which will be part of our Incident Command System. Commissioner Quinn was interested in learning why the Department selected "Bronco's." Assistant Chief Slater indicated that the "Bronco's" were part of the state contract and that the City joins in with the state contract in order to receive a better price. Commissioner Quinn noted that in his experience "Bronco's" tends to be top-heavy and it will be necessary for the driver to be aware of that when responding to incidents. President Jefferson indicated that he may have some questions about the Department's recommendation that this receive the second highest priority. Commissioner Quinn inquired if the Department had the opportunity to send the automobiles for repair to private repair shops rather than Central Shops. Assistant Chief Slater indicated that if the Department shows that such a course of action is cost effective that the Department has the option to use a private repair garage.</p>			
3	Administration (Medical Svcs.)	Research Associate/ Quality Assurance Coordinators	81,480

Dr. Odelia Braun made the presentation on this priority issue. She noted that of the \$81,480, \$29,000 would be spent to retain a Research Associate who is responsible for acquiring data, entering it into a computer and evaluating defibrillation performance in accord with City and state requirements. Currently, this person is being employed through a state grant which expires June 30, 1989, with little likelihood of having it extended. She noted that as the Department's defibrillation program expands to all 41 stations, the record keeping and reporting requirements will increase dramatically. Every time the defibrillator is used, a form is completed and forwarded to the Research Associate. It requires detailed and accurate follow-up with the hospital, and sometimes with the fire company, to ascertain the status of the person who received defibrillation treatment. The balance of the request (\$52,480) would be used to enter into personal services contracts with three skilled technicians (paramedics and nurses) to conduct the quarterly recertification for all firefighters who receive defibrillation training.

2. 1989-90 Budget (Continued)

This recertification tests the firefighters' ability to demonstrate the knowledge and skill in the use of the defibrillator and is required by state law and local EMS requirements. Currently, no Fire Department employee has the expertise to conduct this testing.

4	Consent Decree	Extended Work Week	\$209,980
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These funds would be used to replace fire suppression lieutenants when they are detailed to the Division of Training to perform in-service training activities. During the course of the Consent Decree, it will be impossible for the Division of Training to provide both probationary training and in-service training at the current staffing level. While these officers are detailed to the Division of Training, extended work week funds will be required to replace them in suppression.

5	Administration (Stress Unit)	Extended Work Week	78,078
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On April 1, 1989, it is anticipated that this unit will increase from two staff members to three and the requested overtime funds for next year represent historical expenditures and the estimated expense next year with three staff persons. These funds are needed to meet the caseload of counselling and educating firefighters and families in stress-related matters. The caseload keeps the Stress Unit counsellors active seven days a week. Assistant Chief Slater indicated that the cost is projected on the average work load of 45 hours overtime each pay period for each member of the Stress Unit. Commissioner Bretz wondered if the need for overtime funds could be reduced if the staff changes its work shift. Deputy Chief Farrell indicated that recently a meeting was held with the two current members of the Stress Unit concerning the use of overtime. He noted that the members of the unit were very persuasive as to why they had to work their current shifts and why it is frequently necessary to perform their counselling as a team of two. President Jefferson indicated that he would like to receive some more information concerning the operation of the Stress Unit, for example, why it is necessary that they work as a team, their current and projected caseload, and the nature of the cases they are dealing with. Deputy Chief Farrell indicated that it might be best to have one of the members of the Stress Unit periodically appear before the Fire Commission and report on its activities in a confidential manner. He also noted that when the third member join the team it will be necessary for him to undergo some training and education and that it will take some time to develop the trust and confidence of the firefighters and their families. Commissioner Quinn noted that one of the troubles of a unit like this is that it is needed but tends to operate - given its confidentiality - off by itself, and the Fire Commission is not fully aware of the services that it is performing. He suggested that without disrupting the confidentiality of its operation that the Fire Commission could be receiving much more information about its operation.

President Jefferson agreed with Commissioner Quinn's comments. He indicated that he totally supports job-related stress, related to the mission of the Department. He wondered if the unit is attempting to solve too many problems which in his view is not a role of government. Deputy Chief Farrell indicated that part of the rationale is that stress does affect job productivity. Commissioner Bretz suggested that money should be spent for more training in the area of critical incident debriefing, such as explained in a recent one-day seminar put on by Dr. Mitchell.

2. 1989-90 Budget (Continued)

6	Consent Decree	i. New Personnel (3)	\$139,016
		ii. Court Monitor	75,000
		iii. Legal Services	75,000
		iv. Technical Equipment	10,000
		v. Office Equipment	3,600

Assistant Chief Slater commented that the first request which has been submitted by Alan Wong, Fire Department's Examination Unit, calls for hiring three new employees for the examination unit in order to carry out the Consent Decree mandate. The employees requested are a Senior Personnel Analyst, Personnel Analyst and Personnel Technician. As a basis of comparison, Assistant Chief Slater noted that the Police Department's Consent Decree has an even larger staffing level than those proposed in the Fire Department's 1989-90 request.

Commissioner Quinn inquired if Mr. Wong was asked to here. Secretary Connors indicated that he did not extend the invitation and noted further that this points out the problem previously addressed by the Fire Commission in its desire to hire a "ram rod" to oversee this vital Consent Decree program. Secretary Connors commented that as he was assisting Assistant Chief Slater prepare the budget, he noted that the Consent Decree budget was very fragmented; part of the information for that budget came from the Examination Unit, part from Training, part from Suppression and part from Administration. He stated that there is no single person who can speak totally for this Consent Decree program, that Alan Wong, the supervisor of the examination unit, is so busy doing the multiple duties involved in the Consent Decree - meetings with contractors and the City Attorney's Office, scheduling the examination, that he has been unable to take a vacation, and that he has achieved the maximum number of hours in overtime. He continues to work overtime and to lose vacation benefits and overtime compensation. This points out some of the organizational problems the Fire Department is facing as it relates to the Consent Decree. President Jefferson indicated that in his view one of the Department's high priorities is probably to place the funds in the budget to hire a program manager for the Consent Decree. There have been several discussions about hiring someone from within, but to date no solution has been proposed. President Jefferson asked Secretary Connors how long it would take to hire a person to manage the Consent Decree. He replied that the first thing is to establish a high enough priority above baseline so that the Mayor's Office would be inclined to fund the position; the next step would be to assign an appropriate classification; the third step would be to place enough funds so that the person could be hired July 1; and the fourth step would be the interview and hiring process. Secretary Connors noted further than in the Police Department the classification for the person in charge of their Consent Decree unit is a 1248 Assistant Division Manager, Personnel.

Assistant Chief Slater indicated that the next item in this request is \$75,000 additional funding for the Court Monitor, followed by \$75,000 for outside legal services and \$13,600 for technical and office equipment. President Jefferson indicated that he had a question about the need for outside legal services. Assistant Chief Slater responded this is a problem that was identified last year (and may not be as acute next year) when the Fire Department found itself as a defendant in the hearing before the US District Court. At that time, there were many problem-solving meetings which placed a tremendous burden on the City Attorney's Office. The Department felt that it could get legal advice in a more timely manner by going outside. This would be a personal services contract with an outside contractor. President Jefferson recommended that this item be deleted and the funding be used for the Consent Decree program manager.

2. 1989-90 Budget (Continued)

President Jefferson suggested that the new position be described as the Consent Decree Program Manager. In the meantime, a description of that person's duties should be prepared to include oversight of all matters relating to the Consent Decree, under the direction of Assistant Deputy Chief, Management Services. The reporting structure will be designated by the Chief of Department. Some of the program manager's responsibilities will include training, testing, consulting, EED matters, recruitment and other matters related to the Consent Decree. The program manager will be expected to make regular reports to the Commission.

Commissioner Quinn expressed concern about the projected costs for the Court Monitor next year and asked if these figures were provided by the Court Monitor. Secretary Connors replied that the \$75,000 in the baseline budget plus the \$75,000 as a budget issue were based on projected expenditures for 1988-89. President Jefferson asked if the Department had a contract with the Court Monitor. Secretary Connors indicated no. She is paid based on an order from Judge Patel, who selected the Court Monitor and set her hourly rate of compensation. President Jefferson thought that the level of funding was in the purview of the Department. This would enable the Department to exercise some control over expenditures. President Jefferson suggested that the Department ask the City Attorney to draft an appropriate contract between the City and County of San Francisco and Barbara Phillips, Court Monitor, including scope of services and an expenditure ceiling. After the Fire Commission reviews the proposed contract, it would be submitted to the Court Monitor for her comments. President Jefferson wanted to make it clear that the services that the Department has received from the Court Monitor are outstanding and worth the money spent. His concern goes to the arrangement that is too open-ended, not unlike the contracts that the Fire Department has executed. Contracts must have dollar limits. President Jefferson noted that there has been previous discussion about relocating the examination unit to Headquarters, and in light of the request to add three new staff positions to the examination unit plus a program manager, he wondered what plans have been made to obtain space for this unit so that it can be located in one area. He inquired if there were any funds in next year's budget to pay for any office alterations in order to accommodate this expanded unit. Chief Postel indicated that no funds have been requested. President Jefferson suggested that funds be added as a priority issue to make the necessary alterations. He thought that the Consent Decree unit should be located close to Management Services. After some background discussion from Assistant Chief Slater, the Commission suggested that \$40,000 be requested in next year's budget to make the necessary alterations to house the Consent Decree unit. President Jefferson indicated that he would obtain some pro-bono advice concerning space planning for this unit.

7	Consent Decree	Data Processing Equipment	\$ 17,626
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This equipment is required for the Division of Training so that they can keep track of the probationary firefighters during the course of the Consent Decree. There is a letter on file from the Court Monitor confirming the importance of this request. The record keeping required under the terms of the Consent Decree is much more complex and detailed than information that the Department gathered on a manual basis. President Jefferson noted that there was another data processing item No. 17 on the priority list prepared by the Department and asked for an explanation of that request. Assistant Chief Slater indicated that those funds have been requested by the programs in the Department other than Consent Decree. It includes hardware for Administration, Prevention, Equipment, and Support Services.

2. 1989-90 Budget (Continued)

8	Prevention	Miscellaneous Employees (2)	\$ 84,766
<p>Assistant Chief Slater indicated that there are two consecutive Fire Prevention requests. The first is for two miscellaneous employees - 1426 Senior Clerk Typist and 5215 Fire Protection Engineer. Both positions will be assigned to the Bureau of Building Inspection and will be self-supporting under the recently adopted fee structure for reviewing construction plans and conducting inspections at construction sites.</p> <p>Assistant Chief Joseph Medina briefly explained the background behind these requests. He noted that the lack of clerical staff has become critical to his operation. He noted that the plan checkers who are highly skilled technicians are wasting their time by doing clerical work.</p>			
9	Prevention	Uniformed Employees (3)	139,688
<p>This request includes three uniformed positions: H22 Lieutenant, who would be assigned full time to the Bureau of Building Inspection; and two H4 Inspectors, one of whom will be assigned full time to night-time public assembly, and the second one will be assigned to inspect City-owned highrise buildings.</p> <p>Commissioner Quinn asked if anyone was currently performing evening inspections of public assembly occupancies. Assistant Chief Medina said no. He noted that in the distant past this position had been funded in the Bureau of Fire Prevention, but in the more recent past the duties were performed by a light-duty person and under these circumstances these inspections were done sporadically. Assistant Chief Medina commented on the criticality of the Lieutenant's position that would be responsible for supervising plan checking full time. Currently, one lieutenant supervises both plan checking and highrise and it has become too much to do. Commissioner Quinn advised Assistant Chief Medina of his wish to schedule some time to work with an inspector and get a feel for the scope and variety of work performed by the inspectors. Assistant Chief Medina welcomed the opportunity to show Commissioner Quinn how the Bureau of Fire Prevention operates.</p>			
10	Support Services	Radios/Pagers	20,568
<p>The five radios will replace radios that have been lost or damaged, and the ten pagers are new.</p>			
11	Consent Decree	Extended Work Week	157,485
<p>This will provide funds to enable the Investigative Services Bureau (ISB) to bring in lieutenants from Suppression on an as needed basis to conduct investigations. The overtime funds will pay for the replacement of the lieutenants while they are detailed to ISB.</p>			
12	Support Services	Crane Truck	88,000
<p>These funds will be used to replace the Department's only crane truck which is old and very unreliable. When it is unavailable, street work must be delayed because the Department has no unit that can lift and replace the heavy metal plates.</p>			
13	Training	Miscellaneous Equipment	8,450
<p>Part of this new equipment (video player/monitor, sound system and I.D. camera) will be used for the Consent Decree hiring plan, and the balance (chairs, desk and monitor stands) will be used by the training officers and for computer support.</p>			

2. 1989-90 Budget (Continued)

14	Support Services	Portable Fuel Tanks (2)	\$ 20,000
<p>Assistant Chief Slater informed the Fire Commission that, in compliance with a state law, the Fire Department last year removed 33 fuel tanks because of their age and susceptibility to leaking. These portable fuel tanks can be moved by fork lift and placed in the rear of selected fire stations to provide a ready and convenient source of fuel. Currently, many units have to travel great distances in order to obtain gas.</p>			
15	Support Services	Stoves/Dishwashers	4,096
<p>These funds will be used to replace one stove and four dishwashers in fire stations.</p>			
16	Suppression	Medical/Resuscitation	17,537
<p>These funds will be used to buy 18 resuscitators for the truck companies. Also, a mannequin (ultimate hurt) will be purchased for medical training.</p>			
<p>In response to a question from President Jefferson, Richard Allen, Medical Coordinator, explained the difference between a resuscitator and the defibrillator, and how each is used in emergency situations.</p>			
17	Various	OP/MP Equipment	37,258
<p>This request is for data processing/word processing equipment for fire department programs other than Consent Decree; such as, Prevention, Administration, Support Services and Training.</p>			
18	Investigation	Automotive Vehicle	12,000
<p>These funds will be used to replace a 1971 Plymouth with 102,000 miles, which is assigned to the Arson Task Force.</p>			
19	Training	Intercom System	1,000
<p>These funds will be used to buy an Intercom System for the Division of Training that will provide reliable communications between the drill tower and the training staff offices.</p>			
20	Support Services	Hydrants	60,000
<p>These funds will be used to replace 50 low-pressure hydrants (complete sets) and 50 low-pressure hydrants (hydrant bodies only).</p>			
21	Support Services	Hazardous Materials Permits	17,325
<p>These funds will be work ordered to the Department of Public Health, Bureau of Hazardous Materials. Under recently enacted legislation, it is now necessary for City departments which store gasoline to obtain permits from the Health Department. These funds involved 29 sites and include an application fee, permit fee and inspection fee.</p>			

2. 1989-90 Budget (Continued)

President Jefferson inquired if any Commissioner had any items to be added to the list of priorities. Commissioner Quinn noted that \$560,000 was included in the baseline budget to lease/purchase four triple combination pumpers and two aerial ladder trucks for the current year and next fiscal year. He wanted to increase the lease/purchase program to six triple combination pumpers and four aerial ladder trucks and to make the necessary funding adjustments to our budget as he felt that the current replacement program is inadequate to deal with the old and unreliable apparatus. He indicated that recently he rode on a truck that was placed in service in 1961 and that the driver commented that he drove the truck 20 years ago. Also, there are approximately 33 pumpers that are more than 10 years old.

President Jefferson asked the Division Chiefs for their comments on the discussion of a revised apparatus replacement program. Assistant Chief Brophy thought a replacement plan of four-and-four would take too long to provide modern apparatus. It comes down to a question of cost: if the City wants to pay more in the long run, more equipment is ordered now; if the City wants to pay less over the long run, less equipment is ordered now. These comments were made in the context of a 10-year lease/purchase plan versus seven years. Assistant Chief Slater indicated that the financial community does not favor 10 year municipal leases. Assistant Chief Brophy commented that in the final analysis the equipment in the street is pretty bad, and the faster the Department replaces it the better off all the members will be. New equipment not only is a morale booster but provides a more reliable level of service to the public. He recommended buying more equipment now and hopes that the economy in the City will improve so that lease payments will not be too burdensome. President Jefferson asked, that aside from the escalating costs, are there any other factors that would prevent the Department from accelerating equipment replacement. Assistant Chief Slater replied that there are two areas of concern. He commented that the Department needs equipment now and that buying heavy right now might be a good idea. However, he was concerned about the cost impact in two or three years and whether the City could sustain an accelerated lease/purchase plan. Commissioner Quinn commented that one long term solution may be the fire suppression assessment tax. It would require an extensive political campaign to win the voters' approval. Assistant Chief Blackburn commented that Commissioner Quinn's proposal to increase the number of apparatus is critical because, for example, the pumpers are getting way too old for the workload. Alarms continue to increase every year, with a projected total this fiscal year of approximately 60,000. Pumpers put on road miles and a great number of pumping hours. In the 1970's some pumps were made out of cast iron rather than bronze, to save money. These pumps are not as reliable as bronze. This work will lead to pump failures. He noted that maintenance costs continue to increase because of the old equipment; the sooner the replacement program is brought back on line the better. He noted that another problem is with the hose. Because of budget reductions the hose replacement cycle has increased. Thus, at most greater alarms, the Department is experiencing hose bursts. This used to be a very rare occurrence that is now occurring too often.

President Jefferson asked Assistant Chief Slater to compute the additional cost to accelerate apparatus replacement to six and four and incorporate this as a budget issue.

2. 1989-90 Budget (Continued)

President Jefferson asked for public comments on the budget issues above baseline. Joseph Oriscoll, Vice President, Firefighters Local 798, said that the Local supports all the items being proposed as additions to the baseline budget, particularly those items that deal with the quality of life and quality of service. He observed that there has been a nationwide trend to spend less and less on infrastructure. San Francisco is no exception. The City is playing catch up, which is a bad position to be in. In that regard, he strongly supports such infrastructure items in the Fire Department's budget as apparatus, hydrants, etc.

Ms. Okanta Leonard indicated that she has spoken to many persons in neighborhood associations (Richmond, Lakeside and Seacliff) and the consensus was that the top priority was the need to maintain and replace apparatus and equipment, and that the Department should request \$1 million additional next year for that purpose. She thought that morale would benefit if the Commission pays attention to and tries to solve the equipment problems. It was her personal perception that a lot of firefighters in the field do not feel totally supported by the present system. She said she would be willing to collect signatures to show the Mayor that the public supports the budget requests.

After some discussion among themselves, the Commission established the following priority list:

<u>Priority</u>	<u>Program</u>	<u>Description</u>	<u>Amount</u>
1	Suppression	Increase lease/purchase of Pumpers and Aerial Ladder Trucks from 4 and 2 to 6 and 4	\$ 543,230
2	Suppression	Breathing Apparatus/Air Cylinders	142,935
3	Administration (Med. Svcs.)	Research Associate/Quality Assurance Coordinators	81,480
4	Consent Decree	Consent Decree Program Manager	81,560
5	Prevention	Miscellaneous Employees (2) and one H22 Lieutenant	208,368
6	Consent Decree	i. New Personnel (3) ii. Court Monitor iii. Technical Equipment iv. Office	139,016 75,000 10,000 3,600
7	Various	DP/WP Equipment	54,884
8	Suppression	Medical/Resuscitation	17,537
9	Suppression	Command Vehicles (5)	95,000
10	Consent Decree	Extended Work Week	209,980
11	Administration	Extended Work Week (Stress Unit)	78,078
12	Prevention	Uniformed Employees (2)	183,144

2. 1989-90 Budget (Continued)

13	S/Services	Radios/Pagers	\$	20,568
14	Consent Decree	Extended Work Week	{	157,485
15	S/Services	Crane Truck	}	88,000
16	Training	Miscellaneous Equipment		8,450
17	S/Services	Portable Fuel Tanks (2)		20,000
18	S/Services	Stoves/Oishwashers		4,096
19	Consent Decree	Renovate Headquarters for Consent Decree - Exam Unit and Program Manager		40,000
20	Investigation	Automotive Vehicle		12,000
21	Training	Intercom System		1,000
22	S/Services	Hydrants		60,000
23	S/Services	Hazardous Materials Permits		<u>17,325</u>
		Total		\$2,352,736
				=====

President Jefferson commented that the Commission views these priority budget issues as being very important and the Commission does intend to fight for these items.

Commissioner Quinn moved, seconded by Commissioner Bretz, that the priority list as shown above be adopted. There were no further questions or discussion and the priority list as amended was adopted.

b) Adoption of Priority List for reductions from the baseline budget.

President Jefferson stated that the issue of the reductions from baseline is a particularly difficult area in this Department because there are very few choices, particularly since 95 percent of the budget is personnel. Therefore, cuts impact service. Over the past few months, the Commission and Chief have been considering the options in order to comply with the Mayor's budget directives calling for reductions for all City departments in the 5-10 percent range. Some of the choices include: closing fire stations, staff reductions, deactivation of units, reduction of Chiefs' Aides, etc. The primary concern is public safety, and how the level of service can be maintained. The difficulty is in the trade offs that must be made between the level of service and cost. The question comes down to how much service can the Department afford to pay for. The first item to be considered on the list of reductions is the proposal to reduce truck staffing of one firefighter daily (18), and one Chief's Aid (1). The Commission recognizes that this is a very controversial issue. However, the Commission prefers it because - of the alternatives - this course has the least impact on public safety. It is unfortunate that such a decision has to be made but the Commission has to act. It will not become a permanent change because steps are being taken to escalate the hiring process so that trucks can be re-staffed as new firefighters are hired during the course of the Consent Decree.

2. 1989-90 Budget (Continued)

President Jefferson asked Assistant Chief Slater to review the list of reductions: OES - reduce telephone and electricity by a total of \$8,575 to reflect current expenditure level. Suppression - reduce electricity by \$28,500 as item appeared in two programs. Consent Decree - reduce contractual services by \$150,000 and DP/WP equipment by \$17,626. These items have been included in the list of priority issues above baseline. Therefore, they should be deleted from baseline budget. Support Services - reduce temporary salaries by \$6,000 to reflect current expenditure level. Administration - unfund the vacant position of H18 Coordinator of Community Services (\$90,496), as an H20 Lieutenant is performing the duties. President Jefferson asked to whom the Coordinator of Community Services reports. Acting Chief Farrell indicated that the Coordinator reports to Management Services. Suppression - reduce holiday pay by \$350,000 to reflect current expenditure level. Suppression - reduce EMT by \$3,720,445 [reduce daily staffing in each truck by one firefighter (18) and reduce daily staffing among Chiefs' Aides by one (1)]. The reasons for this course of action were previously discussed by President Jefferson. Support Services - reduce funding for one utility plumber position (\$55,859).

The summary of budget reductions is as follows:

<u>Priority</u>	<u>Program</u>	<u>Description</u>	<u>Amount</u>
1	OES	Telephone Electricity	\$ 1,825 6,750
2	Suppression	Electricity	28,500
3	Consent Decree	Contractual Services (Court Monitor)	75,000
4	Consent Decree	Contractual Services (Outside Legal Services)	75,000
5	Consent Decree	OP/WP Equipment	17,626
6	Support Services	Temporary Salaries	6,000
7	Administration	Permanent Salaries - Uniformed Mandatory Fringe Benefits	43,718 46,778
8	Suppression	Holiday Pay	350,000
9	Suppression	Extended Work Week	3,720,445
10	Support Services	Regular Craft Mandatory Fringe Benefits	45,414 10,445
Total			<u>\$4,427,501</u> =====

President Jefferson inquired if the total reduction meets the Mayor's guidelines of between five and ten percent. Secretary Connors indicated that once the \$3,720,445 is deducted, the balance of \$707,056 is approximately 8 percent of the non-mandated costs of the Department's budget. President Jefferson congratulated the Department for the efforts it made to comply with the Mayor's directive.

2. 1989-90 Budget (Continued)

Joseph Driscoll, Vice President, Firefighters Local 798, commented that it had been his experience that once companies are reduced in strength they are not increased later. He noted that previously his colleague, James Ahern, Secretary, Firefighters Local 798, spent considerable time before the Commission discussing this subject and that everything he said still holds. He recommended that the Commission consider requesting \$68,000 for education to train the future managers. They could attend university level management courses with fellow managers throughout the City, not just fellow firefighters and other public servants. This would be a wise investment for the future. Concerning the proposed reductions he commented that two things are happening: The Commission in its role is managing risks for the City, and has decided that the truck staffing reduction has the least impact on services to the City. As a result of that decision the risk to the firefighters will increase. Diminishing staffing on the truck companies places an increased risk on each individual of the company as opposed to closing the company. This goes to the safety issue of the personnel involved. The second point deals with the Memorandum of Understanding (MOU). Presently, there are negotiations going on throughout the City. The management of the Fire Department and Firefighters Local 798 are engaged in MOU discussions. The current Memorandum of Understanding calls for truck staffing of one officer and five firefighters. The fact that the Commission has placed the matter of reduced truck staffing in the budget could be interpreted as a sign of bad faith, as regards the negotiations.

President Jefferson acknowledged that the issue was taken into consideration by the Commission. But, the budget does not go into effect until July 1, 1989, and should the outcome of the Memorandum of Understanding have some bearing on this matter then it would be the time to prepare a supplemental budget to bring the budget in line with the MOU negotiations, if necessary. The Commission planning assumes that an outcome will occur in the future though it recognizes that the outcome may be somewhat different than anticipated.

Commissioner Quinn moved, seconded by Commissioner Bretz, that the summary of budget reductions as shown in the previous page be adopted. There were no further questions or discussion and the summary of budget reductions was adopted.

There being no further business to come before the Commission, the meeting was adjourned at 1653 hours.

Raymond G. Connors
Secretary

DOCUMENTS DEPT.

JOURNAL OF PROCEEDINGS

MAR 28 1989

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PUBLIC LIBRARY

FIRE COMMISSION

Regular Meeting - Tuesday - February 28, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 2D1

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
Howard L. Slater
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

Arthur W. Kenney
Charles W. Zerbe
James P. Olson

- Division 1 (Acting)
- Division 2
- Division 3

2. Adoption of the minutes of the Special Meetings of January 31 and February 7, 1989, and the Regular Meeting of February 14, 1989.

Commissioner Berman moved and Commissioner Bretz seconded. There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "G") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from three members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Frisella, David A. Warrant Officer	H40 B/C	02-24-89 thru 02-25-89	2	US Marine Corps NAS Alameda, CA	Attend Active Duty Training
McKinley, Michael Ch. Warrant Officer	H30 CAPT	03-06-89 thru 03-10-89 and 03-13-89 thru 03-17-89 and 03-20-89 thru 03-24-89 and 03-27-89	16	CA Army Nat'l Gd. Camp Humphreys Tague, Korea	Attend Active Duty Training
Lauer, Richard L. Lt. Col.	H10 C/A	03-05-89 thru 03-22-89	18	CA Army Nat'l Gd. Seoul, Korea	Attend Active Duty Training

B) Retirement

Communication received from Retirement Board indicating the following member has retired:

<u>Retirement Date/Age</u>
Feb. 28, 1989 52

Lindley, Gary L. H20 Lieutenant Service
(Note: Retirement Certificate will be presented at Fire Commission meeting of March 28, 1989)

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during January, 1989.

3. CONSENT CALENDAR

D) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - FEBRUARY 16, 1989

1924 Materials & Supplies Supv.

Alvin C. Moses

E) Leave of Absence

Submitting request for leave of absence without pay from H2 Firefighter Terrance A. Lee, for 104 days, effective January 2, 1989. Leave requested for personal reasons.

F) City Attorney

Submitting communications from Deputy City Attorney Edward C. A. Johnson, City Attorney's Office, concerning settlement of the following claims:

CHIU ZU HSIAO, in the amount of \$412.15.

Claim arises out of automobile damage

occurring on August 6, 1988, at Fourth

and Mission Streets, S.F., CA.

(Acc : 58-88 (P); Truck 1;

Off : Lt. Edgar Bryant;

Drv : FF Patrick Buddington;

Tlrm: FF James Coyne)

G) Temporary Appointments

Reporting having made 26 temporary appointments January 21 through February 3, 1989.

Commissioner Berman moved and Commissioner Bretz seconded. "G" There were no questions or discussion and Items "A" through "G" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

Reported having made 26 temporary appointments during Payroll Period January 21 through February 3, 1989.

<u>NAME</u>	<u>PRESENT</u> <u>RANK</u>	<u>HIGHER</u> <u>RANK</u>	<u>NO. OF</u> <u>WORK</u> <u>DAYS</u>	<u>DATES</u>
Kenney, Arthur	H40	H50	8	21, 23, 24, 26, 27, 29, 30, 3
Blackburn, Richard	H30	H40	1	3
Costella, Guido	"	"	1	21
Dee, Lynwood	"	"	1	21
Gonzalves, Kevin	H20	H30	2	25, 26
Murphy, Daniel	"	"	4	22, 23, 25, 26
Sullivan, James	"	"	3	21, 25, 26
Tomasello, Raymond	"	"	2	22, 23
Traversaro, John	"	"	2	28, 29
Velasquez, Thomas	"	"	2	22, 23
Wright, Joseph	"	"	4	28, 29, 1, 3
Allen, Richard	H2	H20	10	23, 24, 25, 26, 27, 30, 31, 1, 2, 3
Fuhrman, Paul	"	"	10	23, 24, 25, 26, 27, 30, 31, 1, 2, 3
Wilson, Donald	"	"	2	21, 22
Dobinshtinsky, John	"	"	2	22, 23
Phillipposian, G.S.	"	"	2	22, 23
Sadler, Stanley	"	"	1	26
Passanisi, Charles	"	"	1	1
Cunnie, Michael	H2	H10	3	21, 23, 24
Molinari, Raymond	"	"	2	21, 22
Mulkeen, William	"	"	2	21, 22
DeCossio, Edward	H2	H4	8	23, 24, 25, 27, 30, 31, 1, 2
Parrott, Edward	"	"	8	23, 24, 25, 27, 30, 31, 1, 2
Roberts, Leonard	"	"	8	23, 24, 25, 26, 31, 1, 2, 3
Rapp, Charles	H6	H22	8	24, 25, 26, 27, 30, 1, 2, 3
Murray, Paul	H10	H6	10	23, 24, 25, 26, 27, 30, 31, 1, 2, 3

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Formal Hearing (Cont'd from Meeting of 01-24-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on January 4, 1989, against Firefighter John A. Pavloff, charging him with violations of the Rules and Regulations as follows:

Section 3926 - Failure to Report

Section 3955 - Incompetency Resulting from
Unbecoming Conduct (Intemperance)

1957-2007

Deputy Chief Boscacci represented the Department. Joseph Driscoll, Vice President, Firefighters Local 798, represented Firefighter John Pavloff, who was present.

Joseph Driscoll requested a closed hearing, which was granted.

Joseph Driscoll entered a plea of guilty to both charges.

Chief Postel recommended a 30-day suspension, 15 to be served and 15 held in abeyance. Also, he recommended a two-year random testing program for drug/alcohol abuse.

By a vote of 4-0, the Fire Commission adopted the recommendations of the Chief of Department.

Note: Because the hearing was held in closed session,
no transcript is available for public review.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

B) Formal Hearing (Cont'd from Meetings of 11-22-88, 01-10-89 & 02-14-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on November 15, 1988, against Captain Peter O. Roybal, charging him with violations of the Rules and Regulations as follows:

Section 1107 - Captain's responsibilities

Section 2805 - All Officers - to develop Leadership qualities

Section 2808 - All Officers - to interest themselves in welfare of subordinates

Section 3924 - Insubordination

General Order 87 A-105

Section VIII A - Retaliation

2007-2345

Deputy Chief Goscacci and Deputy City Attorney Eric Uhl represented the Department. Ephraim Margolin, Esq., and Colleen Butler, Esq., represented Captain Peter Roybal, who was present.

President Jefferson summarized the five questions pending before the Commission: Did Department follow its own rules in investigating Lieutenant Miller's complaint by not resolving it informally or through mediation? Whether the Department violated Captain Roybal's procedural rights under SKELEY? These two questions will be answered in reviewing the written briefs. The remaining three factual questions will be answered after the Fire Commission listens to and evaluates oral testimony: Did Captain Roybal violate Rules 1107, 2805 and 2808 on July 6, 1988? Did Captain Roybal violate G.O. 87 A-105 and G.O. 88 A-72; and did he violate Section 3924 on November 7, 1988?

All witnesses were excluded.

Department's Case:

Deputy City Attorney Eric Uh1 made an opening statement.

Ephraim Margolin, Esq. made an opening statement.

Witnesses:

1. Lieutenant Daniel Miller

2057-2123

Exhibits

Department 2 - Lieutenant Daniel Miller's Complaint of
Discrimination, dated 07-06-88

2. Firefighter Oudley Wood

2124-2133

Department 3 - Firefighter Oudely Wood's report
(Unusual Occurrence), dated 07-20-88

8) Formal Hearing (Continued)

(Cont'd from Meetings of 11-22-88, 01-10-89 & 02-14-89)

Recess

2133-2140

3. Assistant Deputy Chief Frank Scales

2141-2253

Department 4 - Captain Peter Roybal's Complaint of Discrimination, dated 07-19-88

Department 5 - Captain Peter Roybal's Request for Formal Charges against Firefighter Dudley Wood, dated 07-28-88

Department 6 - Lieutenant Frank Scales' report to Deputy Chief Farrell, dated 07-26-88

Department 7 - Lieutenant Frank Scales' report to Asst. Chief William Richardson dd. 07-29-88

Department 8 - Lieutenant Garry Bradford "shunning" report to Chief Postel, dated 07-28-88

4. Assistant Chief William Richardson

2255-2340

Department 9 - Assistant Chief William Richardson's investigative report to Chief Postel, dated 09-15-88

The Fire Commission decided to hold a special meeting on Tuesday, March 7, 1989, at 1700 hours to continue the formal hearing of Captain Peter Roybal.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

February 7, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Re: Fourth Alarm Fire at 50 Lapidge Street

Dear Chief Postel:

Last night I had my first opportunity to see the Fire Department in action. By the time the trucks arrived, I was completely panicked, though I live what now seems a safe distance across the street from the burned buildings.

I am writing to applaud the organization, the efficiency and cool heads I witnessed from my second-floor window. The numerous hoses and personnel never seemed to become entangled and the work at hand was accomplished with seemingly effortless skill.

Thank you very much for your speedy arrival and the long night you put in. It must have been a challenge in that narrow street, without convenient fire hydrants. We appreciate your efforts.

Sincerely,

/s/ AMY PATTERSON
35 Lapidge Street
San Francisco, CA 94110

* * * * *

January 23, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On the night of the very gusty winds, December 14, 1988, the Fire Department put out a fire on Fourth Avenue and Irving. Two buildings burned and mine would have been the next one. We want to thank you and your department for their quick and efficient work that evening, which saved our building from burning.

Please accept a donation to FLAME and our best wishes.

Sincerely,

/s/ MARYANN RAINEY, R.N.
BEVERLY MC GUFFIN, R.N.

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Shriners Hospital for Crippled Children
1701 Nineteenth Avenue
San Francisco, California 94112-4599

December 26, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I would like to thank the firefighters of Battalion 8 and from Engine 21 for all their kind help in making this holiday season so much fun for the patients here at Shriners Hospital for Crippled Children.

The men at Engine 21 visited the children on December 23, with gifts, Christmas Carols, and a great magic show by Steve Moore AKA Smokey the Magical Fireman. The members of Battalion 8 also did an excellent job bringing Santa Claus to the patients to hand out presents, visit the kids and to help them out opening their gifts. John Hughes did a great job playing Santa Claus and really added to the morning's festivities. Also Captain Wayne Mitchell was very helpful in arranging the morning's activities.

Both of these groups do a wonderful job and really brighten up the holidays here for the patients and their families as well as staff. The Board of Governors and staff of the hospital are grateful for your thoughtfulness and for your interest in the happiness and well-being in the young patients for whom we are caring.

Our many thanks and best wishes.

Sincerely,

/s/ TOM BARISONE
Recreation Director

* * * * *

December 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

My husband and I wish to express to you our deep appreciation to the Fire Department for its prompt and efficient quenching of the dangerous fire next to our house at 84 Turquoise. Such a fire threatened to consume a whole block. I would like to know the names of the firehouses involved so that I can notify them, also of our deep admiration.

Sincerely,

/s/ HAZEL GROSSMAN
88 Turquoise Way
San Francisco, CA 94131

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

S F U S O
Sheridan School
431 Capitol Avenue
San Francisco, California 94112

December 16, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

We wish to inform you of the wonderful job your crew did in allowing Santa to come to Sheridan School today. The fire engine roared up to Sheridan this morning with sirens blazing and Santa waving! Santa's arrival at Sheridan School by way of the fire truck has continued to be a tradition at Sheridan, thanks to the wonderful cooperation of the men of Engine 33.

Thanks also for giving "Santa" the patience of having his picture taken with so many of our children. It will be a wonderful memory that they will carry on for years to come!

We wish you and your crew a happy holiday season and a safe 1989 and look forward to seeing you back on the job!

Sincerely yours,
/s/ AUOREY DAVIS
Principal

* * * * *

Community United Against Violence
514 Castro Street
San Francisco, California 94114

December 20, 1988

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On behalf of the Board, staff and clients of Community United Against Violence, I want to express our great appreciation for the wonderful work done by your firefighters in stopping the blaze at Castro and 18th on December 2, 1988.

The building in which our offices are housed was saved in the nick of time - flames had already scorched our walls. If members of your Department had not worked so quickly and efficiently, our loss would have been much greater than it was.

Thanks to all of you, from all of us.

Sincerely,
/s/ BEVERLY MESCH
Executive Director

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

B) Probationary Appointment

Reported the following PROBATIONARY appointment:

EFFECTIVE DATE - JANUARY 21, 1989

H30 Captain

Joseph M. Wright
(vice: John J. Bogue,
apptd. TCS H40 Batt. Chief)

Secretary Connors informed the Commission that Captain Wright was not able to attend tonight and requested that the matter be continued to the next meeting. President Jefferson asked Secretary Connors to schedule the appointment ceremony for Tuesday, March 14, 1989.

C) Request for Reconsideration - Leave of Absence (Cont'd from Meeting of 02-14-89)

Submitted request from Mary Boucher, 6280 Fire Safety Inspector I, asking the Commission to reconsider its action of January 3, 1989 - abridgment of leave.

President Jefferson acknowledging that this matter previously was heard by the Commission, asked Chief Postel if he had any further recommendations. Chief Postel indicated that he supports the decision previously made by the Fire Commission. He noted that Inspector Boucher has a right to request for an additional leave of absence prior to the expiration of the current leave. Commissioner Quinn noted that he still had a basic kind of question concerning this type of leave - "What is in it for the Department?" - and he wanted to hear the pros and cons concerning this request where an individual is seeking a job elsewhere. Chief Postel noted that the eligible list expires at the end of May and anyone taking the job will be doing so on a temporary basis.

Ms. Carol Isen, representative of the Professional and Technical Engineers, Local 21, asked to address the Commission on this matter and distributed an information packet to each Commissioner. She noted that the packet contains two documents: a two-page letter from Mary Boucher dated January 21, 1989, and a request for leave of absence for one year. She commented that there are two issues; the first of which is that leaves have been routinely granted in the past by the Fire Department and that in the interest and fairness and equal treatment, Mrs. Boucher's leave should be granted as well. The second point is more of a substantive issue. It goes to the question as to why the leave was originally requested. It relates to an issue that the Union had wanted to raise with the Commission anyway. When Mrs. Boucher submitted her request for leave, she attached a sheet of paper indicating various reasons for this request. Ms. Isen noted that there are currently 12 Fire Safety Inspector II positions in the Bureau and 5 Fire Safety Inspector I positions. All the Fire Safety Inspector I's have been with the Bureau for a minimum of two years. She contended that all the Fire Safety Inspector I's are working out of classification and their positions should be upgraded to Fire Safety Inspector II. Mrs. Boucher clearly was working as a Fire Safety Inspector II. She was made aware of an opportunity to make more money in another city's fire department. Also, the other city's fire department has a better retirement/disability packet as employees there belong to the P.E.R.S. system. Ms. Isen noted that Fire Safety Inspector I's earn approximately \$10,000 less than their

5. REGULAR CALENDAR - NEW BUSINESS

C) Request for Reconsideration - Leave of Absence (Continued)
(Cont'd from Meeting of 02-14-89)

inspector counterparts in city service (building and housing inspectors). She indicated that a commitment was made that wages would be tied to the uniformed counterparts in the Bureau of Fire Prevention, and that presumably the conditions of employment would be roughly the same. The other issue concerns retirement and the effort to enroll the civilian fire inspectors in the State Public Safety Employees Plan. These are the primary reasons why the leave is requested in the first place. She maintained that the presence of an eligible list for inspectors was not terribly relevant to the decision to grant or not grant a leave of absence.

Commissioner Bretz inquired if Mrs. Boucher can come back and ask for an extension of the current leave which will expire May 1, 1989. Secretary Connors said yes. President Jefferson summarized by saying that the question before the Commission was whether or not it wished to reconsider the duration of the leave up to a full year or whether or not the Commission takes no action and the leave stands as previously adopted; namely, January 9, 1989 through May 1, 1989. President Jefferson noted that this Commission is not governed by decisions made by prior Commissions concerning leaves of absence. He noted further that in his opinion anyone has an opportunity to pursue employment in any other jurisdictions if they so choose. He did not know of many cases where someone can hold on to one job while pursuing another one. Concerning pay and equity issues raised by Ms. Isen, he noted that this is something the Commission as well as the City will be grappling with in the months to come as part of the budget issue. He did not think that the pay and equities issues were terribly relevant to the matter at hand.

There was no motion and the leave stands as previously adopted (January 9 through May 1, 1989).

D) Human Relations Training Workshop (Cont'd from Meeting of 02-14-89)

Presentation from Richard Hirschaut, Director of the "World of Difference" Training Program.

Mr. Richard Hirschaut, Executive Director of the Anti-Defamation League (ADL) of B'nai B'rith in San Francisco, made his presentation. ADL has made a proposal to the Fire Department to conduct a series of human relations training workshops. These workshops are modelled after the ones put together for the fire department for the City of Miami. The ADL is one of the nations oldest civil rights organizations that works to counteract the manifestations of bigotry and extremism, and ADL currently is involved in a project entitled "World of Difference." The purpose of this project is to raise the awareness on issues of prejudice and discrimination in the community. One goal of this program is to lower the barometer of intolerance and create better relationships between individuals. The plan for the Department is to create a three-hour training model involving 60 different sessions which will include perceptual ice-breakers, opportunities for individual discussion among firefighters and video resource material. The program also will provide an opportunity for issues to come to the surface and be dealt with and discussed in a safe and secured environment, free from recrimination and free from hostility and volatility. There is a component for rumour control training. ADL is hoping from the outset to involve the Department's command structure,

5. REGULAR CALENDAR - NEW BUSINESS

D) Human Relations Training Workshop (Continued)
(Cont'd from Meeting of 02-14-89)

and hopefully through these sessions to send a clear signal concerning improper behavior in an intergroup environment. As "World of Difference" is a media project locally involved in KGD-TV, he hopes to improve the Department's perception which has not been shown by the media during the last year or so in the most favorable light.

President Jefferson asked if there was an evaluation component to this proposal. Mr. Hirschaut said yes; two full-time facilitators along with himself will be responsible for putting on the training workshops. They will be searching for feedback as the workshops take place. President Jefferson asked if this would include evaluations made by the participants. Mr. Hirschaut indicated that both the individuals and facilitators will be involved in the evaluation process. Commissioner Bretz asked how much this training would cost. Mr. Hirschaut said \$20,900. Commissioner Quinn asked Mr. Hirschaut to explain the role of KGD-TV in the process. He indicated that they, as the broadcast sponsor, have made a minimum commitment to the ADL, that they will devote a \$1 million worth of public announcements designed to call attention to the diversity of the Bay Area, to address issues of prejudice in a community setting. It is expected that one such announcement during the next few months would include the San Francisco Fire Department and perhaps one of its training workshop sessions. Commissioner Quinn expressed concern about establishing a special relation with just one TV station in the Bay Area. He hoped that once the workshops began other TV stations would not be denied the opportunity to broadcast and make known the efforts of the San Francisco Fire Department in this area of human relations training workshops. Mr. Hirschaut pointed out that KGO has the exclusive right only to use the "World of Difference" logo, but that will not prohibit other media coverage.

Ms. Dkanata Leonard asked if the Commission has looked into any other management training programs and whether the Commission has heard of the firm Copeland-Griggs, here in San Francisco. They have a program which deals with management, employees, and communications, and would be glad to make their film for review.

Ms. Victoria Macklin responded by indicating that she was very familiar with Copeland-Griggs and has reviewed their film. After discussing those films in depth with Copeland-Griggs it was determined that it was not applicable to the Fire Department.

Ms. Susan Stacks indicated that it was her understanding that the Fire Department was already involved in sensitivity training under Ms. Macklin's auspices and wondered if this is a duplication of effort. Ms. Macklin responded that the Department is under a mandate to provide human relations training and the Department is trying to bring in different consultants to do portions of the entire training. Her office cannot perform all the training required under the court mandate. Ms. Stacks concluded by indicating that she felt that Mr. Hirschaut was guilty of believing a lot of the negative publicity that he referred to in his presentation. She indicated that as long as it is not a duplication of efforts it is probably a good idea.

Mr. William Hanavan thought that getting involved with the news media in a situation like this is not a good idea for the Fire Department. He referred to the swastika incident where the Department was tried and convicted on TV and which tore the Department apart. Anything that has to do with the media should be removed from the training workshops.

D) Human Relations Training Workshop (Continued)
(Cont'd from Meeting of 02-14-89)

Commissioner Berman indicated that he is familiar with the operations of the ADL and noted that KGO's contribution would only be directed in a positive manner towards the San Francisco Fire Department. It is not a situation that at all can be compared to the swastika publicity. Commissioner Quinn indicated that in his view one of the reasons that the Department has not done well with the press is its passive approach to the press. If it were not for the budget shortage he would request a position of public information officer be added to our budget to deal positively with the press.

E) Appeals Process - EEO Complaints (Cont'd from Meeting of 02-14-89)

Submitted for adoption an appeals process for EEO complaints as prepared by the City Attorney's Office (letters from Deputy City Attorney Eric Uhl, dated January 6, 1989 and January 23, 1989).

Commissioner Quinn moved and Commissioner Berman seconded.

President Jefferson noted that this item was continued from February 14, 1989, to allow individuals to review the appeals process. He thanked Deputy City Attorney Eric Uhl for the new charts describing the appeals process and asked him if he had any comments. Complainants who visit Management Services will receive a summary of the appeals process, the flow charts and the appeals form to assist in understanding the process. Other than preparing and distributing the three flow charts he responded that he had nothing further to say.

Firefighter John O'Shea, Local 798, commented that the way is easy for the complainant to seek justice; that a complainant can continually ask for an appeal. He inquired if an appeal could be filed if a complainant is not satisfied with the reasons given. Can he appeal to clarify the language? Mr. Uhl responded that a complainant can appeal a disciplinary decision of the Chief. Firefighter O'Shea asked what happens in a case of exoneration when there is no discipline involved. Can the complainant appeal that for a clarification of the exoneration. Mr. Uhl indicated that if the Chief decides no punishment should be given, then the complainant can appeal that decision to the Court Monitor. President Jefferson commented that once the matter is appealed to the monitor, she will review it in its entirety and make a ruling, and that includes the discipline, rationale for the decision, and any other relevant matters. Firefighter O'Shea thought that a more straight-forward appeals process would be in everyone's best interest. He commented that the complainant runs no risk at all and it is the accused who runs the risk; that there are too many opportunities for double jeopardy; that the process is too long and involved. Mr. Uhl said that the process was developed to protect the rights of both the complainant and the respondent.

There were no further questions or discussion and the appeals process was adopted on recommendation of Chief of Department.

5. REGULAR CALENDAR - NEW BUSINESS

F) Status of EEO Complaints

Report from Assistant Deputy Chief Frank Scales on status of EEO Complaints.

Assistant Deputy Chief Frank Scales reported that during the month of February there were no new EEO complaints filed with the office of Management Services. He reported that there were two complaints that need to be closed: one is dated July 6, 1988, that will be heard tonight by the Fire Commission. The second one dated January 18, 1989, has been fully investigated and sent to the review committee. It will now be turned over to Chief Postel for determination.

President Jefferson inquired if - over the last few months - Chief Scales had a sense as to whether or not the Department can meet the court imposed time frame for resolving these complaints. Assistant Deputy Chief Scales indicated that he did not anticipate any problems in meeting the time constraints.

President Jefferson requested that the Commission calendar a monthly status report from Assistant Deputy Chief Scales on this matter.

G) Emergency Medical Services Review Committee

Submitted Resolution No. 573 establishing in the Fire Department an Emergency Medical Services Review Committee.

Commissioner Berman moved and Commissioner Quinn seconded.

Richard Allen, Medical Coordinator, informed the Commission that this resolution was requested by Medical Services. There is a review committee that listens to tapes generated from the defibrillator program. A question arose as to whether or not these tapes are protected from subpoenas. Deputy City Attorney Eric Uhl was asked to research the law and he has prepared Resolution No. 573 to address the issue of the confidentiality of the tapes. The tapes shall be used only for the purpose of monitoring and evaluating the quality of the Department's Emergency Medical Services.

There were no further questions or discussion and Resolution No. 573 was adopted on recommendation of Chief of Department.

H) Formal Complaint

Submitted formal complaint against Firefighter Allen J. Reinstadler, dated February 16, 1989, for violations of the Rules and Regulations as follows:

Section 3810 - Sick & Disability Rule
General Regulations
Para. 1 & 6

Section 3955 - Incompetency Resulting from
Unbecoming Conduct

President Jefferson directed Secretary Connors to comply with Section 4006 of the Rules and Regulations and inform Firefighter Reinstadler that the trial and hearing will be held March 28, 1989.

5. REGULAR CALENDAR - NEW BUSINESS

I) Retirement Certificate

Reported Award of Honorable Service to the following member:

	<u>Type of Retirement</u>	<u>Years of Service</u>	<u>Date of Retirement</u>
Worker's Comp. Supv. Joseph Schillaci	Ord. Dis.	4	Dec. 05, 1988

Chief Postel informed the Commission that Mr. Joseph Schillaci was not present tonight to receive the Retirement Certificate. President Jefferson instructed Secretary Connors to mail the certificate to Mr. Schillaci.

J) Report of Deaths

Reported with regret the deaths of two Fire Department employees:

Firefighter Jack J. Borodin, Engine 37,
a 10-year veteran of the San Francisco Fire
Department, died on February 16, 1989.

Senior Clerk Typist Julian G. Oliver, Bureau
of Fire Prevention, a three-year employee,
died on February 19, 1989.

President Jefferson directed that a letter be sent to the family of
Firefighter Jack Borodin and Mr. Julian Oliver, expressing the Commission's
sympathy and that tonight's meeting be adjourned out of respect to their memory.

K) Public Comment

No comments were made by the public.

SUPPLEMENTAL CALENDAR

Commissioner Berman moved, seconded by Commissioner Bretz, that the Supplemental Calendar be heard as the need to take action arose subsequent to the agenda being posted as specified in Section 54954.2(b)1 of the Government Code (Brown Act). The motion passed 4-0.

L) Leave of Absence

Submitted request for leave of absence with pay for Captain Richard Crispin, Bureau of Fire Investigation/Arson Task Force, for four days, March 5 through March 8, 1989, in order to participate as a technical team member at the Fourth Annual Symposium on Professional Excellence in the Fire Service at Asilomar, Pacific Grove, California. No travel cost to the City is involved. Transportation and lodging will be paid by the California State Fire Marshal's Office.

Commissioner Quinn moved and Commissioner Bretz seconded.

There were no questions or discussion and the request for leave of absence with pay was adopted on recommendation of Chief of Department.

There being no further business to come before the Commission, the meeting was adjourned at 2345 hours.

Raymond G. Connors
Secretary

DOCUMENTS DEPT.

MAR 28 1989

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JOURNAL OF PROCEEDINGS

FIRE COMMANDISON

Special Meeting - Tuesday March 7, 1989 - 1700 Hours

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz

Vice President John W. Keker was excused for business reasons, and
Commissioner Frank A. Quinn was excused for vacation.

Frederick F. Postel

- Chief of Department

2. Formal Hearing

Cont'd from Meetings of 11-22-88, 01-10-89, 02-14-89 & 02-28-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel,
Chief of Department, on November 15, 1988, against Captain Peter D. Roybal,
charging him with violations of the Rules and Regulations as follows:

Section 1107 - Captain's responsibilities

Section 2805 - All Officers - to develop
leadership qualities

Section 2808 - All Officers - to interest
themselves in welfare
of subordinates

Section 3924 - Insubordination

General Order 87 A-105

Section VIII A - Retaliation

Deputy Chief Boscacci and Deputy City Attorney Eric Uhl represented the
Department. Ephraim Margolin, Esq., and Colleen Butler Esq., represented
Captain Peter Roybal, who was present.

2. Formal Hearing (Continued)
(Cont'd from Meetings of 11-22-88, 01-16-89, 02-14-89 & 02-23-89)

President Jefferson made the following statement:

"As most of you know, the Commission has for a number of months reviewed reams of documents relating to this case. These documents included declarations and legal briefs that pertain to this issue. We have heard testimony in our previous two meetings from some of the witnesses in the case and based on what we know up to now, we have concluded that this case should have never come before the Commission in the first place.

"It is essentially before the Commission for two reasons: One, is that there are those within the Department who would attribute every interaction between people as having been at its foundation. There are others in the Department who would attempt to exploit these issues and manipulate people, and to manipulate the Department in that their actions seem to be motivated based on a need to challenge the authority of the Chief.

"But, the Commission feels that not every interaction between individuals can be traced to race; that there are times when there are other factors that enter into consideration with respect to how people interact with each other.

"This case involved the removing of mattresses from a bed. That's where it started and it began to build from there. The reason why it is so volatile is because it conjures up a past that we're all trying to get behind us. It conjures up the days when a black firefighter had to carry his cooking utensils and mattress on his back from station to station because no one would sleep on his mattress or would not permit him to sleep on anyone else's. That conjures up very emotional issues. But we have to, at the same time, not be guided by emotions because there are other factors that we have to consider and we have to reject the temptation to make decisions purely on an emotional basis.

"With respect to the authority of the Chief, if we have demonstrated anything, I hope we have demonstrated that the Chief has the full and total support of this Commission. No insubordination by anybody in the Department toward the Chief will be tolerated.

"For that reason, I would like to entertain a motion that we drop the following charges: Sections 1107, 1805, 2200, and General Order 3924 87 A-105, and that we remand to the Chief the charge on Section 3924 pertaining to insubordination and to ask the Chief to dispose of the insubordination charge administratively. Hopefully that will bring an end to what some have attempted to exploit and to drive further wedges between various members of the Department aimed at widening the gap of racial tension that exists in the Department as opposed to doing what is the goal and decimation of this Commission; namely, to go through a hearing process based upon not just stern discipline, which we are committed to, but based upon sober judgment at the same time."

2. Formal Hearing (Continued)
(Cont'd from Meetings of 11-22-88, 01-10-89, 02-14-89 & 02-28-89)

Commissioner Berman moved, seconded by Commissioner Bretz, that the Commission drop the following charges: Sections 1107, 2805, 2808, and G.O. 87 A-105, and remand to the Chief the charge of violating Section 3924 - Insubordination, and ask the Chief to dispose of that charge administratively.

The motion was adopted 4-0.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

There being no further business to come before the Commission, the meeting was adjourned at 1755 hours.

Raymond G. Connors
Secretary

MAR 28 1989

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J O U R N A L O F P R O C E E D I N G S

F I R E C O M M I S S I O N

Regular Meeting - Tuesday ~~March~~ March 14, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz

Vice President John W. Keker was excused for business reasons, and
Commissioner Frank A. Quinn was excused for vacation.

Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Acting Chief of Department
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
Howard L. Slater

- Fire Prevention
- Support Services

Chief Officers - Firefighting Service:

George L. Vouchilas
Harry F. Brophy
Daniel E. Barden

- Division 1 (Acting)
- Division 2
- Division 3 (Acting)

2. Minutes not ready for adoption.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "P") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from three members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Griffin, James W. Petty Officer	H20 LT	03-11-89 thru 03-12-89	2	US Coast Gd. Res. Yerba Buena Is., CA	Attend Active Duty Training
Lauer, Richard L. Lt. Col.	H10 C/A	04-01-89	1	CA Army Nat'l Gd. Sacramento, CA	Attend Active Duty Training
Lavelle, David J. Sgt. Maj.	H10 C/A	03-11-89 thru 03-12-89	2	US Army Res. Presidio, SF, CA	Attend Active Duty Training
Turner, William J. Staff Sgt.	7388 U/Plumber	03-10-89	1	CA Army Nat'l Gd. Chico, CA	Attend Inactive Duty Training

8) Retirement

Communication received from Retirement Board indicating the following member has retired:

		<u>Retirement Date/Age</u>
Schlarman, Lawrence	H2 Firefighter Ind. Ois. (Back, Elbow & Hearing)	Sep. 01, 1988 47

(Note: Retirement Certificate will be presented at Fire Commission meeting of March 28, 1989)

C) Monthly Report - Training

Submitting monthly report from Bureau of Training for February, 1989.

D) Monthly Report - Earthquake Preparedness

Submitting monthly report from Director, Earthquake Preparedness Program, concerning activities performed during December, 1988, January and February, 1989.

E) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during February, 1989.

3. CONSENT CALENDAR

F) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - MARCH 10, 1989

H20 Lieutenant

Aaron C. Stevenson

G) Non-Civil Service Appointment

Reporting the following NON-CIVIL SERVICE appointment:

EFFECTIVE DATE - MARCH 4, 1989

H40 Battalion Chief

William T. Cochrane
(vice: Gerald Mahoney,
retired)

H) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - FEBRUARY 28, 1989

7334 Stationary Engineer

Ruben S. Alido
(vice: Mark Brown,
resigned)

I) Suspension

Reporting that the Fire Commission decision rendered 02-14-89 has been finalized, and that Firefighter Robert J. Guldbeck has been suspended without pay for 90 days, beginning February 21, 1989, and concluding May 21, 1989, for violations of the Rules and Regulations as follows:

Section 3923 - Oisobedience

Section 3926 - Failure to Report

3. CONSENT CALENDAR

J) Suspension

Reporting that the Fire Commission decision rendered 02-28-89 has been finalized, and that Firefighter John A. Pavloff has been suspended without pay for 15 days, beginning March 4, 1989, and concluding March 18, 1989, for violations of the Rules and Regulations as follows:

Section 3926 - Failure to Report

Section 3955 - Incompetency Resulting from
Unbecoming Conduct
(Interference)

K) Termination

Reporting termination of 7514 General Laborer Wayne R. Nowell, effective close of business January 24, 1989.
(Terminated per Hearing Officer decision rendered 01-18-89.)

L) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Lieutenant Richard Allen, Medical Coordinator, for four days, March 8 through March 11, 1989, in order to attend the Seventh Annual EMS Today Conference in San Diego, California. Estimated cost for airfare is \$78.00 and for registration is \$310, and is included in the 1988-89 budget. Lieutenant Allen will pay for all other costs.

Note: Fire Commission pre-approval requested and granted.

Assistant Chief Gary L. Musante, Captains Elmer Ballard, Alberto Oacuna, Lieutenants Richard Armstrong, Garry Bradford, Patrick Casserly, Early Davis, Paul Davis, Ronald Rodriguez, and Firefighter George Nelson, Division of Training, for five days, April 3 through April 7, 1989, in order to attend the Workshop '89, Training Officers Section, sponsored by the California Fire Chiefs' Association in Fresno, California. Estimated cost is \$4,075, and is included in the 1988-89 budget.

3. CONSENT CALENDAR

L) Leaves of Absence (Cont'd)

Victoria Macklin, Manager, Human Resources, for two days, April 27 through April 28, 1989, in order to participate in the third annual conference on "Women in the Fire Service" sponsored by the California Firefighter Joint Apprenticeship Committee in Sacramento, California. No cost to the City is involved; all expenses paid by the sponsoring organization.

Captain Thomas T. Nyhan, Bureau of Fire Prevention, for five days, May 14 through May 18, 1989, in order to attend the 93rd Annual National Fire Protection Association Meeting and Exhibition in Washington, D.C. No travel cost to the City is involved; all expenses paid by Captain Nyhan.

M) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Responsibility</u>	<u>Recommendation</u>
ALF, Engine 3	92-88	12-19-88	523	Preventable	File
Off: Lt. Federico Sanchez;		Drv: FF Lawrence Murray			
ALF, Engine 21	94-88	12-30-88	519	Preventable	File
Off: Capt. Guido Costella;		Drv: FF Stephen Moore			
Truck 11	01-89	01-06-89	6D4	Preventable	File
Off: Lt. Joe Collins;		Drv: FF William Lytle; Tlrm: FF Dwight Newton			
ALF, Truck 19	02-89	01-10-89	67D	Preventable	File
Off: Capt. Robert Tully;		Drv: FF Thomas Kazarian; Tlrm: FF John Walker			
Airport 2	D3-89	01-12-89	M33A	Non-preventable	File
Off: Capt. Gary Dale					
ALF, Engine 12	D5-89	01-19-89	559	Non-preventable	File
Off: Capt. Thomas Santoro;		Drv: FF Austin Wall			

3. CONSENT CALENDAR

N) City Attorney

Submitting communication from Deputy City Attorney Edward C. A. Johnson, City Attorney's Office, concerning settlement of the following claim:

DEVIN A. GRANT, in the amount of \$500.
Claim is for reward pursuant to Ord. 277-69, which allows \$500 payment for person giving information leading to the arrest and conviction of any person turning in a false alarm. Incident occurred on July 23, 1988, at 25th Avenue and California Street, S.F., CA.

O) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, January 21 through February 3, 1989.

P) Temporary Appointments

Reporting having made 17 temporary appointments February 4 through February 17, 1989, and 18 temporary appointments February 18 through March 3, 1989.

Commissioner Berman moved and Commissioner Bretz seconded. "p" There were no questions or discussion and Items "A" through "P" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

P) Temporary Appointments (Continued)

Reported having made 17 temporary appointments during Payroll Period February 4 through February 17, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Kenney, Arthur	H40	H50	8	4, 6, 7, 10, 11, 12, 13, 17
Blackburn, Richard	H30	H40	1	4
Cochrane, William	"	"	6	10, 11, 13, 14, 16, 17
Cevolani, King	H20	H30	2	4, 5
Gee, Edward	"	"	2	9, 10
Jones, Francis	"	"	2	4, 5
Murphy, Daniel	"	"	6	4, 5, 9, 10, 12, 13
Velasquez, Thomas	"	"	2	9, 10
Wright, Joseph	"	"	3	4, 11, 12
Allen, Richard	H2	H20	10	6, 7, 8, 9, 10, 13, 14, 15, 16, 17
Fuhrman, Paul	"	"	10	6, 7, 8, 9, 10, 13, 14, 15, 16, 17
Shannon, Gerald	"	"	1	15
DeCossio, Edward	H2	H4	8	7, 8, 9, 10, 13, 15, 16, 17
Parrott, Edward	"	"	8	7, 8, 9, 10, 13, 15, 16, 17
Roberts, Leonard	"	"	8	6, 8, 9, 10, 13, 14, 15, 17
Rapp, Charles	H6	H22	7	6, 7, 8, 10, 13, 14, 15
Murray, Paul	H10	H6	8	6, 7, 8, 9, 11, 12, 14, 15

3. CONSENT CALENDAR

P) Temporary Appointments (Continued)

Reported having made 18 temporary appointments during Payroll Period February 18 through March 3, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Kenney, Arthur	H40	H50	8	18, 20, 21, 23, 24, 26, 27, 3
Cochrane, William	H30	H40	7	21, 22, 24, 25, 27, 28, 3
Tizio, John	H20	H30	1	2
Traversaro, John	"	"	1	1
Allen, Richard	H2	H20	10	20, 21, 22, 23, 24, 27, 28, 1, 2, 3
Fuhrman, Paul	"	"	10	20, 21, 22, 23, 24, 27, 28, 1, 2, 3
Passanisi, Charles	"	"	1	1
Rossetto, Aldo	"	"	2	2, 3
Cunnie, Michael	H2	H10	1	18
Flaherty, Stephen	"	"	2	20, 21
McCrystle, Eileen	"	"	2	19, 20
Mulkeen, William	"	"	2	18, 19
Passanissi, Richard	"	"	2	26, 27
Rapp, Charles	H6	H22	8	20, 21, 22, 23, 24, 27, 2, 3
DeCossio, Edward	H2	H4	8	20, 21, 22, 24, 27, 28, 1, 2
Parrott, Edward	"	"	8	20, 21, 22, 24, 27, 28, 1, 2
Roberts, Leonard	"	"	8	20, 21, 22, 23, 28, 1, 2, 3
Murray, Paul	H10	H6	10	19, 20, 22, 23, 24, 27, 28, 1, 2, 3

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted five letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Warren A. Palmer
Attorney at Law
24 Cordelia Drive
Petaluma, California 94952

February 20, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Enclosed is my personal check for a \$50 donation to any appropriate fund maintained for the welfare of the San Francisco Fire Department, its employees or equipment. The donation expresses my appreciation for the courtesy, kindness and efficiency of your firefighters under the circumstances outlined below.

Although semi-retired, I agreed to appear for a friend of mine before the California Coastal Commission at a formal hearing early in the morning of Friday, February 10, 1989, at the Cathedral Hotel (formerly the Jack Tar). The Marine Memorial Club, of which I am a member, had no vacancy, so I stayed at the Hotel Beresford Thursday night.

If it were not for the fact that he was a close personal friend from Southern California, I would not have travelled to San Francisco. Both my wife and I were recovering from a severe attack of the flu or other virus, which persisted in lingering on. I also suffer from emphysema (I am 76) brought on by 54 years of smoking (I quit two years ago). Once in awhile, I suffer from severe breathing attacks brought on by my former stupid smoking habit.

I had dinner at the hotel's restaurant, planning to retire early as I did not feel well. I had one or two cocktails and part of a half carafe of wine, thinking this might improve my appetite (I gave up drinking except on infrequent occasions over twenty years ago). It did not and I suffered another severe emphysema attack. The hotel called the firefighters and they responded promptly. They were courteous and kind, but left before I could get their names.

I attended the hearing (9:00 a.m.), and then returned to Petaluma, where I spent the next two days in bed. This is the first day my wife and I feel that we have fully recovered. If the firefighters in the San Francisco Fire Department are of the caliber that responded to the hotel's call, you have every reason to be proud of your department.

Thank you.

Sincerely,

/s/ WARREN A. PALMER

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

California 'Scooter'
640 Stanyan Street
San Francisco, California 94117

February 17, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

When they say "San Francisco's Finest" they must be talking about you guys! I have always appreciated our fire department, but now I am impressed to no end. You guys are the best.

I want to thank you for the great job you did putting out the fire next to the Fillmore Auditorium last night (this morning). I was worried that my scooter, which was parked right in front of the burning temple, would be as much of a disaster as the burnt building. I felt a great deal of respect for you when I saw my (clean) scooter unscathed amidst the destruction from the fire. There wasn't even a scratch on it! Thank you for taking care to work around my vehicle and the others around it.

San Francisco has an awesome fire department. You guys are all my heroes!

Love,
/s/ LISA RAUH

* * * * *

February 7, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I would like to thank the crew at Station 43, for being so prompt in answering an emergency call, which took place on February 1, 1989, in Eureka Savings Bank, in the Excelsior district. We would like to let them know that their help is needed and appreciated.

Thank you

/s/ JULIUS ZAMACDNA
Excelsior Duter Mission Civilian Arm
of Police Community Relations
63 San Juan Avenue
San Francisco, CA 94112

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Louie's Construction Co., Inc.
General Building
107 Third Avenue
San Francisco, California 94118

January 24, 1989

Assistant Chief Joseph A. Medina
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Assistant Chief Medina:

The purpose of this letter is to bring to your attention about your fine inspector, Joseph Graff, how helpful he has been to us in connection with the fire prevention requirements of our construction project at 1701 Ocean Avenue, San Francisco.

Mr. Graff went out of his way to help us solve all the problems we encountered at our project site. His spirit of cooperation and public relations skill have created a favorable image of your department. He is a true professional and it has been a pleasure to deal with him.

Sincerely,

/s/ JENNINGS LOUIE LEW
President

* * * * *

February 12, 1989

To Whom It May Concern:

We would like to thank 911 and all the staff involved for being so caring last Thursday, February 9. An older man had a heart attack at 288 Chattanooga Street early in the morning.

The prompt response was overwhelming and the care and kindness needs a big "thank you."

Please let the staff members know - Fire Department, Paramedics and Ambulance driver who took us to Kaiser.

Thank you.

/s/ KATE ROSEN
288 Chattanooga Street
San Francisco, CA 94114

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) City Attorney

Communication received from Deputy City Attorney Gary A. Hernandez, dated February 21, 1989, concerning settlement of the following claim:

JYA CONSULTING ENGINEERS, in the amount of \$1,000.
Claim arises out of indemnification for property
damage occurring on November 28, 1987, at
888 D'Farrell Street, S.F., CA, and is
a compromise of Superior Court
Action No. 889-482.

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the settlement of above claim was
adopted on the opinion of City Attorney's Office and recommendation of Chief of
Department.

C) Probationary Appointments

Reported the following PRDBATIDNARY appointments:

EFFECTIVE DATE - JANUARY 21, 1989

H3D Captain

Joseph M. Wright
(vice: John J. Bogue
apptd. TCS H4D Batt. Chief)

EFFECTIVE DATE - MARCH 9, 1989

Daniel J. Murphy
(vice: William Cochrane,
apptd. NCS H40 Batt. Chief)

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the report of probationary
appointments was adopted on recommendation of Chief of Department.

Acting Chief Farrell invited Captains Joseph Wright and Daniel Murphy to step
forward. Acting Chief Farrell briefly summarized the assignments held by each
Captain during his service with the Department. Acting Chief Farrell
administered the oath of office and, assisted by Deputy Chief Boscacci, pinned
on the badge of office. Each Captain was congratulated by members of the Fire
Commission.

At President Jefferson's request, Captain Wright introduced his wife, and
Captain Murphy introduced his mother, mother-in-law, wife, uncle, niece and
nephew.

4. REGULAR CALENDAR - NEW BUSINESS

D) Permanent Exempt Appointments

Reported the following PERMANENT EXEMPT appointments:

EFFECTIVE DATE - FEBRUARY 24, 1989

H28 Lieutenant, Div. of Training

Garry L. Bradford
(vice: New Position)

Patrick J. Casserly
(vice: New Position)

Ronald A. Rodriguez
(vice: New Position)

EFFECTIVE DATE - MARCH 4, 1989

Early L. Davis
(vice: New Position)

Commissioner Bretz moved and Commissioner Berman seconded. There were no questions or discussion and the report of permanent exempt appointments was adopted on recommendation of Chief of Department.

Acting Chief Farrell invited Lieutenants Ronald Rodriguez and Early Davis to step forward. Acting Chief Farrell briefly summarized the assignments held by each Lieutenant during his service with the Department. Acting Chief Farrell administered the oath of office and, assisted by Deputy Chief Boscacci, pinned on the badge of office. Each Lieutenant was congratulated by members of the Fire Commission.

At President Jefferson's request, Lieutenant Davis introduced his wife and family friends.

E) Hold Harmless Agreement - Demolition

Submitted proposed ordinance amending Chapter 1 of the Administrative Code authorizing the Fire Commission to enter into hold harmless agreements with owners of buildings scheduled for demolition, for the purpose of conducting training exercises.

Commissioner Berman moved and Commissioner Bretz seconded. There were no questions or discussion and the proposed ordinance was adopted on recommendation of Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

F) Formal Complaint

Submitted formal complaint against Firefighter Michael W. Oelane, dated March 3, 1989, for violations of the Rules and Regulations as follows:

Section 3923 - Disobedience

Section 3926 - Failure to Report

President Jefferson directed Secretary Connors to comply with Section 4006 of the Rules and Regulations and inform Firefighter Oelane that the trial and hearing will be held April 11, 1989.

G) Formal Complaint

Submitted formal complaint against Chief's Aide Joseph E. Morrison, dated March 3, 1989, for violations of the Rules and Regulations as follows:

Section 3923 - Disobedience

Section 3926 - Failure to Report

President Jefferson directed Secretary Connors to comply with Section 4006 of the Rules and Regulations and inform Chief's Aide Morrison that the trial and hearing will be held April 11, 1989.

H) Public Comment

No comments were made by the public.

SUPPLEMENTAL CALENDAR

Commissioner Bretz moved, seconded by Commissioner Berman, that the Supplemental Calendar be heard as the need to take action arose subsequent to the agenda being posted as specified in Section 54954.2(b)1 of the Government Code (Brown Act). The motion passed 3-0.

I) Resolution No. 574 - Personal Services Contracts

Submitted Resolution No. 574 adopting a policy whereby the Fire Commission shall approve all personal services contracts in excess of \$15,000.

Commissioner Berman moved and Commissioner Bretz seconded. There were no questions or discussion and Resolution No. 574 was adopted.

5. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

This litigation concerns the H2 Firefighter Entry Level Examination, Promotional Examinations, and related matters.

Closed session was not held.

There being no further business to come before the Commission, the meeting was adjourned at 1825 hours.

Raymond G. Connors
Secretary

APR 10 1989

SAN FRANCISCO
PUBLIC LIBRARY

No. 89-11

JOURNAL OF PROCEEDINGSFIRE COMMISSION

Regular Meeting - Tuesday ~~March~~ March 28, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James O. Jefferson
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons, and
Commissioner Henry E. Berman was excused for vacation.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
Howard L. Slater
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

Arthur W. Kenney
Charles W. Zerbe
James P. Olson

- Division 1 (Acting)
- Division 2
- Division 3

2. Adoption of the minutes of the Regular Meetings of February 28 and March 14, 1989, and the Special Meetings of February 24 (recessed until March 1, 1989), and March 7, 1989.

Commissioner Quinn moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "E") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during February, 1989.

B) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - MARCH 9, 1989

H110 Marine Engineer - Fireboat

Nathan J. Hardy

C) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - MARCH 14, 1989

1231 Assoc. Affirmative Action Coordinator

Victoria S. Macklin

D) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Captain Gilbert A. Moreno, Bureau of Equipment, for three days, March 28 through March 31, 1989, in order to go to Kovatch Mobile Equipment, Corp., Nesquehoning, PA., to perform a final inspection prior to delivery. No travel cost to the City is involved. Transportation and lodging will be provided by Kovatch Mobile Equipment Corp.

Operations-Training Supervisor Milton Anderson, Captains Raymond Balzarini and Gary Dale, Airport, for five days, April 3 through April 7, 1989, in order to attend the "Workshop '89 - Creating Excellence" Conference presented by the California Fire Chiefs' Association, in Fresno, California. No travel cost to the Fire Department is involved; travel to be paid by Airport.

3. CONSENT CALENDAR

D) Leaves of Absence (Continued)

Assistant Chief Gary L. Musante, Captains Elmer Ballard, Alberto DaCunha, Lieutenants Anthony Stefani, Richard Armstrong, Garry Bradford, Patrick Casserly, Early Davis, Paul Davis and Ronald Rodriguez, Division of Training, for three days, April 26 through April 28, 1989, in order to attend the California Firefighter Joint Apprenticeship Committee Conference in Sacramento, California. Estimated cost is \$2,700, and is included in the 1988-89 budget.

Chief's Aide Roger Bouyea, Battalion 3, for seven days, May 14 through May 20, 1989, in order to attend the Master Instructor Course at the California Fire Academy in Pacific Grove, California. Estimated cost is \$380, and is included in the 1988-89 budget. The \$380 will cover registration, tuition, and room and board.

E) Temporary Appointments

Reporting having made 16 temporary appointments March 4 through March 17, 1989.

Commissioner Bretz moved and Commissioner Quinn seconded. There were no questions or discussion and Items "A" through "E" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

E) Temporary Appointments (Continued)

Reported having made 16 temporary appointments during Payroll Period March 4 through March 17, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Barden, Daniel Kenney, Arthur	H40 "	H50 "	2 11	14,15 4,5,6,8,9,12,13,15,16,16,17
DiGiovanni, Anthony	H30	H40	1	17
Murphy, Daniel Sullivan, James Tomasello, Raymond	H20 " "	H30 " "	4 3 2	4,5,7,8 7,8,17 11,12
Allen, Richard Fuhrman, Paul Passanisi, Charles	H2 " "	H20 " "	10 10 1	6,7,8,9,10,13,14,15,16,17 6,7,8,9,10,13,14,15,16,17 11
Molinari, Raymond Bettencourt, John	H2 "	H10 "	1 1	17 9
Murray, Paul	H10	H6	10	6,7,8,9,10,13,14,15,16,17
Rapp, Charles	H6	H22	7	6,7,8,13,14,15,16
DeCossio, Edward Parrott, Edward Roberts. Leonard	H2 " "	H4 " "	8 8 8	7,8,9,10,13,15,16,17 7,8,9,10,13,15,16,17 6,8,9,10,13,14,15,17

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Formal Hearing (Cont'd from Meeting of 02-28-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on February 16, 1989, against Firefighter Allen J. Reinstadler, charging him with violations of the Rules and Regulations as follows:

Section 3810 - Sick & Disability Rule
General Regulations
Para. 1 & 6

Section 3955 - Incompetency Resulting from
Unbecoming Conduct

Secretary Connors acknowledged that the Commission had received a letter from Joseph Driscoll, Vice-President, Firefighters Local 798. Mr. Driscoll, who is representing Firefighter Allen Reinstadler, has requested a postponement of the hearing noting that Firefighter Reinstadler, a 25-year veteran, has filed an application for disability retirement.

President Jefferson directed that the formal hearing be continued until the call of the chair.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

February 16, 1989

Honorable Art Agnos
Mayor of San Francisco
Room 200, City Hall
San Francisco, CA 94102

Dear Mayor Agnos:

My purpose in writing is to officially commend the actions of a number of San Francisco city employees who through their quick and competent response most likely saved my life about three months ago.

On November 16, 1988, at approximately 11:00 a.m., I became quite ill while riding on a Route 42 Muni bus toward the SP Depot. I experienced shortness of breath, nausea and a tightness in my chest which became quite intensified as we neared the depot. As I learned later, I was having a major heart attack. I asked the driver to call for help. Without hesitation he pulled the bus to the curb and radioed the fire department, then stayed with me during what was, without doubt, the most traumatic experience of my life. The firemen (three gentlemen) arrived almost immediately, and gave me oxygen, etc. They were followed immediately by the ambulance, and two equally competent attendants. I only wish I could give you all of the names, but circumstances did not allow this. I recall their conversation enroute where the male nurse spoke very highly of the quality of the Trauma Unit at S.F. General, saying that it is the best in the Bay Area which, as I soon discovered, was a most accurate assessment.

I was received and treated at General's emergency facility with reassuring speed and competency. I felt most comfortable in their hands. Again, I regret that I cannot identify any names. I was stabilized, and transferred to CCU 5E under the care of Dr. Goldschagler, a truly wonderful physician to whom I owe much, in addition to the outstanding staff.

You, as Mayor of San Francisco, can take great pride in each of these city personnel. Each performed in this emergency situation with incredible skill and dedication. I would hope that someone on your staff could look into this case, identify those city employees involved and issue some form of commendation. I feel strongly that proper recognition is warranted here. In addition, I think that you would be most gratified if you were to take the time to personally tour the excellent facilities at San Francisco General and meet some of the wonderful staff.

I thank you in advance for reading my letter, and hopefully forwarding this information to proper channels for follow-up. In the event any of your staff would need to contact me for any additional information, my work phone in San Francisco is 445-1819, home phone 408/246-0262 evenings.

With much appreciation,

/s/ ANTHONY SARTORI
2901 Salem Drive
Santa Clara, CA 95051

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Jesuit Community
at University of San Francisco
San Francisco, California 94117-1080

February 6, 1989

Honorable Art Agnos
Mayor of San Francisco
Room 200, City Hall
San Francisco, CA 94102

Dear Mayor Agnos:

You have already received and answered a letter from Father Twigg-Porter, S.J., commending the San Francisco Fire Department and Paramedics for coming to my rescue a few weeks ago.

I wish to add my own heartfelt thanks for the great speed with which these people arrived, and for the expert care they gave me. I had blacked out completely and probably could have died. I believe they got here in about five minutes! Fortunately, I did not have a heart attack: the blackout was due to some bleeding from a liver biopsy I had had that day, together with some blood pressure medicine I take.

Thank you and the San Francisco Fire Department and Paramedics for the great work you are doing for the people of San Francisco.

Sincerely yours,

/s/ FRANCIS E. KING, S.J.
Asst. Prof. of Theology

* * * * *

February 13, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On February 9, 1989, at 1330 hours, Ambulance 1-H-88 responded with Engine 18 to a call in the Taraval district.

The crew of Engine 18 found a 40-year-old male in full arrest. They began CPR and defibrillated twice but without any change in patient status.

When we arrived, Lieutenant Edward Cruz, Firefighters Russell Albano, Eileen McCrystal and Vincent Passanisi continued CPR and assisted us with the intubation, I.V.'s, administration of drugs and the eventual extrication of the patient.

Special mention goes to Firefighters Passanisi and McCrystal. Firefighter Passanisi volunteered to drive us to the hospital and his safe smooth ride made our job a lot easier. Firefighter McCrystal volunteered to perform the difficult job of doing CPR in the back of a crowded moving ambulance. Both of their efforts made our job of continuing patient care and speaking with the hospital much easier.

I hope you will extend to your personnel our thanks for all their help.

Respectfully submitted,

/s/ JAMES GREEN, Paramedic 207
Paramedic Division
135 Polk Street
San Francisco, CA 94102

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

William Bernstein
1255 Post Street, Suite 815
San Francisco, California 94109

February 15, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Yesterday, it became necessary for us to call 911 for emergency medical treatment, and we wish to thank you for responding within five minutes to our office. It was a very stressful time for all of us in the office but the firefighters who were here were very calm and professional and made the situation much easier for us. We felt very comfortable with them in charge.

Thank you for being available to us. We just wanted to let you know that we are grateful to all of you.

Sincerely,

/s/ WILLIAM BERNSTEIN

* * * * *

February, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

After experiencing a taste of the heroic monsters on you at the speed of light rescue squad, I am no longer afraid. I know that if I go down it will only be for the count. Thank you, thank you.

/s/ SANORA NEWMOUNT
2390 Francisco Street, #201
San Francisco, CA 94123

* * * * *

February, 1989

San Francisco Fire Department
San Francisco, CA

Dear Sirs:

Neither of us had ever dealt with our home (142 Langton) burning down before, so it was a great shock. Some of the pain was eased by the patience of the firefighters who answered our questions and made sure we were going to be O.K. Thank you for everything!

/s/ JANE SHAFFER
MEGAN EVANS
3278 - 20th Street
San Francisco, CA 94110

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for February, 1989.

- a. There are 215 unfilled positions in the uniformed forces:
200 are vacant and 15 represent retirees receiving their accumulated sick pay.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	January	February
Vacation : Annual	22.71	21.53
IDV	3.94	5.11
F/H	3.39	3.53
Compensatory Time	1.65	1.36
Sick Leave	11.13	12.96
Disability	17.55	16.93
Military Leave	.00	.00
Other (LO/CTR)	4.77	4.65
Total	65.14	66.07

- c. The following W.O.O.'s were awarded during the month of February:
- 3 - H50 Assistant Chiefs, for 24 hours
 - 27 - H40 Battalion Chiefs, for 24 hours
 - 48 - H30 Captains , for 24 hours
 - 104 - H20 Lieutenants , for 24 hours
 - 42 - H10 Chief's Aides , for 24 hours
 - 1136 - H2 Firefighters , for 24 hours
- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:
- 132 - Triple Combination Pumps
 - 25 - Aerial Ladder Trucks
 - 13 - Miscellaneous Vehicles
- ii) The following apparatus were out of service and under repair at Central Shops:
- 6 - Triple Combination Pumps
 - 4 - Aerial Ladder Trucks
 - 4 - Miscellaneous Vehicles
- iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:
- 0 - Triple Combination Pumper
 - 0 - Aerial Ladder Truck
 - 2 - Miscellaneous Vehicles
- iv) The following apparatus were available for relief purposes:
- 9 - Triple Combination Pumps
 - 0 - Aerial Ladder Truck
 - 2 - Aerials as city service trucks (no aerial)
- v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,
/s/ FREDERICK P. POSTEL
Chief of Department

Commissioner Quinn moved and Commissioner Bretz seconded.

5. REGULAR CALENDAR - NEW BUSINESS

8) Monthly Report - Chief of Department (Continued)

Commissioner Quinn asked about the status of the purchase order which would allow the Department to continue its aerial ladder testing program. Chief Postel noted that the contract is out to bid and asked Assistant Chief Slater to elaborate. Assistant Chief Slater replied that there was a problem in the Purchaser's Office relating to the City's liability that has delayed award of the contract. The contract should be awarded within the next 28 days. Commissioner Quinn asked how many aerial ladder trucks are in service today. Chief Postel indicated that 13 of the 18 aerial ladder trucks are in service, and the remaining five are operating as city service trucks.

There were no further questions or discussion and the monthly report of Chief of Department was adopted.

C) Permanent Exempt Appointment

Reported the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - MARCH 23, 1989

H16 Technical Training Specialist

George C. Nelson
(vice: New Position)

Commissioner Bretz moved and Commissioner Quinn seconded.
There were no questions or discussion and the report of permanent exempt appointment was adopted on recommendation of Chief of Department.

Chief Postel invited George Nelson to step forward. Chief Postel briefly summarized the assignments held by George Nelson during his service with the Department. Chief Postel administered the oath of office and Assistant Chief Musante pinned on the badge of office. George Nelson was congratulated by members of the Fire Commission.

Chief Postel noted that since George Nelson has been assigned to the Division of Training he has developed the video and computer training communications program, helped to design and develop a new training and evaluation system for recruits and in-service firefighters, and documented training for the past two recruit classes. He also responds to emergencies to record them on video. Tonight, on his night off, he has volunteered to photograph the Toy Program awards ceremony, a further example of his dedication to the Fire Department. Chief Postel noted that without George Nelson's contributions to the training program the most recent recruit classes would not have been processed as well as they were. He was pleased that George Nelson would remain at training and continue to contribute to the Department's success.

5. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution

Submitted Resolution No. 575 amending Article 28 - All Officers, Section 2827, of the Rules and Regulations, to delete the ban on the use of department apparatus for meal shopping.

President Jefferson directed that the resolution be posted for two weeks in accordance with Charter Section 3.500(a) and calendared for adoption at the meeting of April 11, 1989.

E) Certificates of Merit - Toy Program

Presentation of Certificates of Merit to the following organizations recognizing their outstanding contributions to the San Francisco Fire Fighters Toy Program for 1988.

KG0-TV
KG0-Radio
KOFY-TV 20
Citicorp Christmas Carol Charity Run
Rainbow Records
Oakin, Inc.
Discovery Toys
Sanrio, Inc.
Pinery International Corporation
Wisconsin Toy Co., Inc.
Coit Companies, Inc.
Building Owners & Managers Association
of San Francisco
Santa Fe Pacific Realty

For the benefit of the audience, President Jefferson read the agenda for the Toy Program awards ceremony, noting that after his opening remarks, brief speeches will be made by Chief Postel, Chief of Police Frank Jordan, and Firefighter James Ahern, Secretary, Fire Fighters Local 798, after which the 13 organizations will receive their certificates.

President Jefferson made the following remarks:

"Thank you for taking time from your busy schedules to join us this evening. The Fire Commissioners, along with Chief of Department, Fred Postel, are privileged to join the Fire Fighters Union Local 798 in personally thanking you for your outstanding contributions to the San Francisco Fire Fighters Toy Program. The significant contributions you have made to help our needy children are commendable.

"Police Chief Frank Jordan is also with us tonight, on behalf of the San Francisco Police Department, to thank you along with us, for helping the Fire Fighters Toy Program.

5. REGULAR CALENDAR - NEW BUSINESS

E) Certificates of Merit - Toy Program (Continued)

"The Police Department has a Christmas program to visit kids in hospitals and take their picture with Santa. Last Christmas, the Police Officers' Program was enhanced. Through your donations to the San Francisco Fire Fighters Toy Program, they were able to fill 800 Christmas stockings with toys and gifts for the children hospitalized at Christmas. We recently learned that for at least one critically ill little girl, it was her last Christmas"

At the conclusion of his remarks, President Jefferson asked for remarks from Chief Postel. Before Chief Postel made his prepared comments, he singled out for praise both Ms. Dorothy Teupel and Firefighter Robert A. Barbara, Chairman of the Toy Program. He noted that Ms. Teupel provides tremendous organizational and planning skills and is a tireless and dedicated worker for the Toys for Tots Program. He commented Firefighter Barbara for his outstanding contributions to the success of the program noting that he is totally devoted to brightening the lives of the less fortunate children in the City and County of San Francisco. Chief Postel made the following statement:

"For the San Francisco Fire Fighters Toy Program, this past Christmas season was the most successful to date, both in terms of the donations received and the children whose lives they touched by making Christmas a little brighter.

"Sponsored by the Fire Fighters Union Local 798, the Toy Program distributed 100,000 toys to 19,000 needy children in San Francisco alone.

"They could not have done it without you!

"The Toy Program is the vehicle that accomplishes the end. But it is your generous corporate donations and media support and attention to the need, that has enabled the Fire Fighters Toy Program to achieve the success it has.

"We recognize that for each and everyone of you here this evening, your involvement extends beyond the companies, organizations, radio and television stations you represent - that you have made a personal commitment to the Fire Fighters Toy Program and our needy children.

"Because of you, the Fire Fighters Union was able to expand the Toy Program beyond the needy families who come to its door. For the first time, they were able to help children in special situation, such as:

- ... children in homeless shelters
- ... children of parents in prison
- ... children with AIDS and abused children.

"Because of you, the entire community became involved with the Fire Fighters Toy Program and helping our kids in need. It was not by chance that we reached the lives of 19,000 children this Christmas - it was an outpouring of care and love.

5. REGULAR CALENDAR - NEW BUSINESS

E) Certificates of Merit - Toy Program (Continued)

"KGO-TV, KGO-Radio, and KOFY-TV 20, aggressively promoted the Toy Program thus increasing the public's awareness of the need. To those who had a need and those who could fill the need, the Fire Fighters Toy Program was foremost in the minds of many.

"And the business community responded to meet the need.

"The Citicopr Christmas Carol Charity Run, who for nine years has benefitted the Toy Program with an average yearly donation of \$18,000 to purchase new toys, saw 1,400 runners at the starting line - the largest number of participants to date.

"Rainbow Records sponsored a toy drive at each of their 32 stores throughout the Bay Area, resulting in hundreds of toy donations, and featured the Toy Program in their ads and radio promotions.

"Oakin, Inc., a long-time friend of the Toy Program, along with Discovery Toys, Sanrio, Inc., Pinery International, and Wisconsin Toys, donated new toys with a retail value in excess of \$500,000.

"Several thousand used stuffed animals collected by the Toy Program, many from children in San Francisco who wanted to share their toys with a less fortunate child, were scrubbed, fluffed and sanitized by Coit Cleaners.

"The Building Owners and Managers Association of San Francisco, in an unprecedented effort, exemplifying regional cooperation between fire departments, sponsored the Bay Area Fire Fighters Toy Drive to help needy kids throughout the Bay Area. In San Francisco alone, the Building Owners and Managers collected over 11,000 toys for the San Francisco Fire Fighters Toy Program.

"And Santa Fe Pacific Realty donated prime rental property, a warehouse directly across the street from the Toy Program, for the increased donations and activity.

"Because of you, we made a difference.

"The Christmas heart believes in dreams. Thanks for helping us help the kids and making Christmas dreams come true

Before Chief Postel asked Police Chief Jordan to make his comments, he noted that the two departments have also had a close working relationship and this year the relationship was even strengthened so that many children were provided with a Merry Christmas as a result of the combined activities of the two departments.

Police Chief Jordan commented that he was very happy to be here tonight, noting that he enjoyed visiting the Fire Department because he had been in a few hot spots during the last several weeks and what better place to be in than the Fire Department. He thanked the Fire Commission, Chief Postel, and members of the Fire Department for the close association between the two departments. The Toys for Tots Program is an outstanding program which has been providing joy to the children of San Francisco for 39 years, and the Police Department has been involved in this program for the last several years by bringing toys to the children in San Francisco hospitals. In early December, 40 police officers

5. REGULAR CALENDAR - NEW BUSINESS

E) Certificates of Merit - Toy Program (Continued)

visited every hospital and children's ward in San Francisco, including children's clinics and the Koret Family House for Children where children with cancer are being treated. These 40 police officers were divided into 10 four-person teams, one of which wore a Santa Claus uniform. The uniformed officers who participated in this program received as much, if not more, joy than the children who received the toys. He complimented the Fire Department for its participation as well as the 13 organizations that are tonight the recipients of these awards. The news media representatives, the business and professional organizations represented here tonight were instrumental in allowing the Fire Fighters Toy Program to achieve its outstanding success in 1988. He congratulated each of the organizations, all of whom tonight would receive a Certificate of Appreciation, not only from the Police Department, but also from the Fire Department and Fire Fighters Local 798. He complimented the Fire Fighters Association for their cooperation and rapport with the San Francisco Police Department. He noted that the communications between the two departments are stronger now than ever before. There are many issues where both departments work together and there is strength in unity. He congratulated each and every member of the Fire Department for helping the Police Department. He pledged the Police Department's total support next year for the Toys for Tots program, and he looks forward to working with each and everyone next year.

James Ahern, Secretary, Fire Fighters Local 798, made the following comments:

"On behalf of the Fire Fighters Local 798, I want to extend our personal thanks and appreciation for the generous contributions, support and commitment you have given to the Toy Program.

"For 39 years now, our Union has sponsored the Fire Fighters Toy Program, and given their time to help needy children. Because of your involvement, you opened doors for our program and touched lives we never could have reached. With this Certificate of Appreciation that you receive this evening, goes our heartfelt thanks for helping us help the kids. We look forward to working with you and establishing a fine organization that will continue for many years. On behalf of the Fire Fighters Association, thank you."

President Jefferson said that "as I read your name, please come forward to receive your certificates. After receiving your certificate from the Toy program, please pause and a group photo will be taken. Then you will receive your certificates from the Fire Department and Police Department."

Recipients:

KG0-TV

Ginny Yamate
Community Relations Manager

KG0-Radio

Alicia Vargas
Director, Community Affairs

KOFY-TV 20

Carol Fertick
Public Affairs Director

5. REGULAR CALENDAR - NEW BUSINESS

E) Certificates of Merit - Toy Program (Continued)

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Director, Community Affairs

KOFY-TV 20

Carol Fertick
Public Affairs Director

5. REGULAR CALENDAR - NEW BUSINESS

E) Certificates of Merit - Toy Program (Continued)

Citicorp Christmas Carol
Charity Run

Dan Herling
President

Rainbow Records

Laurie Rowell
Manager, Special Events/Promotions

Dakin, Inc.

Representative was not able
to be present tonight

Discovery Toys

Representative was not able
to be present tonight

Sanrio, Inc.

Lynne Jackson
Promotions, Public Relations

Pinery International

Representative was not able
to be present tonight

Wisconsin Toys

Representative was not able
to be present tonight

Coit Companies, Inc.

Robert Kearn
Executive Vice President

Building Owners & Managers
of San Francisco

Bob Bernheim
President

Santa Fe Pacific Realty

Marc Intermaggio
Executive Vice President

Representative was not able
to be present tonight

President Jefferson made the following closing remarks:

"Once again, our sincerest thanks and appreciation to each and everyone of you. We look forward to your continued participation in this worthwhile program.

"And now, the San Francisco Fire Fighters Union cordially invites you to join them for refreshments in the Chief's Office."

Police Chief Jordan asked to make one brief comment before the ceremony concluded. He introduced Officer Jennifer Forester, assigned to Northern Police Station. She is very active in the hospital visitation program and he was pleased to see her here tonight.

James Ahern, Secretary, Fire Fighters Local 798, also asked to make a brief comment. He introduced John O'Shea, Director, Fire Fighters Local 798, and acknowledged his presence.

Recess : 1840-1847

5. REGULAR CALENDAR - NEW BUSINESS

F) Fire Department Examination Unit

Report from Alan Wong concerning status of promotional/entrance examinations.

Alan Wong reported that the Fire Department is currently administering the physical ability test all this week at the Division of Training. Approximately, 237 candidates have been invited to participate in this test. At the conclusion of this test, the background investigations and physical examinations will begin so that the projected hiring date of May 1, 1989, can be met.

Concerning the H20 Lieutenant exam, Mr. Wong reported that the first part of the test was administered on February 5, 1989, at City College. Approximately 488 candidates were tested. The highest scoring 150 candidates will participate in the final part of the test scheduled to begin on April 10, 1989. That portion of the test will consist of a performance counseling exercise and a training presentation exercise. Role players have been provided by CORE Corp. Candidates will be videotaped. One month prior to these tests, each candidate was provided with a manual regarding both exercises. President Jefferson inquired if Mr. Wong anticipated any problems relative to meeting the schedule. Mr. Wong replied that everything is on schedule in the H20 Lieutenant exam. An eligible list is expected by April 30, 1989. Mr. Wong noted that the next test scheduled is the H30 Captain exam - November 1989, with an eligible list to be adopted by December 31, 1989. The only exam to date that has been off schedule is the H20 Lieutenant exam.

Commissioner Bretz asked how many candidates took the H2 Firefighter exam. Mr. Wong replied approximately 3,000, of whom 1,700 passed the written. The physical ability test will be given annually and a sufficient number of candidates will be tested to provide firefighters for three recruit classes each year. Commissioner Quinn asked if candidates have an opportunity to retake the physical ability test. Mr. Wong indicated that candidates have one shot at the test each year. The physical ability test probably will be administered annually in February or March.

Commissioner Bretz asked for the racial/sexual breakdown of the 150 candidates who passed the H20 Lieutenant exam. Mr. Wong responded that he did not have the statistics with him tonight. Commissioner Quinn noted that each Commissioner tonight had received a copy of a letter from George Riley, Special Assistant to the City Attorney, that listed the following statistics:

Top 150

120 - White (1 female)
11 - Black
13 - Hispanic
4 - Asian/Filipino
2 - American Indian

5. REGULAR CALENDAR - NEW BUSINESS

6) Retirement Certificates

Reported Awards of Honorable Service to the following members:

	Type of Retirement	Years of Service	Date of Retirement
Battalion Chief John W. Flaherty	Service	40	Jan. 01, 1989
Lieutenant Gary L. Lindley	Service	24	Feb. 28, 1989
Firefighter Lawrence J. Schlarmann	Ind. Dis.	18	Sep. 01, 1988

Chief Postal informed the Commission that none of the retirees is present tonight to receive the retirement certificates. Lieutenant Gary Lindley and Firefighter Lawrence Schlarmann inadvertently were not invited but have been requested to attend at the meeting of April 11, 1989. President Jefferson instructed Secretary Connors to mail the certificate to Battalion Chief John Flaherty.

H) Public Comment

Ms. Okanta Leonard asked to address the Commission. She handed the Commission a photo album depicting fire scenes, equipment, and individual photos of firefighters. Additionally, she showed the Commission copies of a petition she and others are circulating to the voters. The petition urged public officials to retain staffing on trucks, test, repair and maintain equipment and vehicles, and purchase an adequate amount of replacement apparatus on an accelerated basis. Thus far, she has received about 250 signatures, and four petition sheets (26 names per sheet) are in circulation. The voters are concerned about why hose would burst at a greater alarm of fire, why a truck without a 100-foot aerial responds to their neighborhood, why the Department thinks it is a good idea to reduce daily staffing on truck companies by one firefighter. She commented that after viewing the photo album, the persons who signed the petition become very concerned. The second half of the album shows pictures of the firefighters who put their lives on the line every day and they should not take risks they do not have to take.

Commissioner Bretz noted that this Commission's number one priority for above baseline funding was to request sufficient funds to begin an accelerated apparatus replacement program. Ms. Leonard noted that in her opinion it was a sin when year after year the Mayor's Office reduced funding for apparatus replacement. She commented that the people in the community deserve to know and deserve to have some input as to what kind of fire protection they want. Some people indicated that there were ways of providing increased funding for the Fire Department without raising taxes. Ms. Leonard commented that she will continue to circulate petitions. She felt strongly that Commissioner Quinn was really focused in the equipment problem. Commissioner Quinn responded that he is convinced - given the state of fire department equipment, and increasing level of responses - that the Fire Department has to be removed from depending upon the general fund. The real problem is in finding an alternate funding source. The fire suppression assessment tax is the only current alternate source. It may be necessary to go to the State legislature and seek new laws that would permanently place fire departments under separate funding. President Jefferson replied that the Commission is sensitive to these priorities and would like to explore alternatives. He noted that as the budget process begins its way through the Mayor's Office and Board of Supervisors,

5. REGULAR CALENDAR - NEW BUSINESS

H) Public Comment (Continued)

the Department will have to fight for the increases proposed by the Commission. The Commission is committed to doing that, and the public support shown by Ms. Leonard's petition would be helpful.

Ms. Leonard noted that her efforts have been hampered by the lack of up-to-date statistics because the annual report which is usually published in November is not yet available. Deputy Chief Boscacci indicated that the annual report should be ready in about one week.

James Ahern, Secretary, Firefighters Local 798, thanked Ms. Leonard, as a concerned citizen, for taking the time to bring to the public's attention some of the concerns expressed by Local 798 - inadequate funding for apparatus and maintenance, as well as the possible staffing reduction to truck companies.

Commissioner Bretz asked if a truck ever responds without an engine. Acting Chief Farrell replied that it occurred very rarely.

6. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USOC No. C B4-7089 MHP).

This litigation concerns the H2 Firefighter Entry Level Examination, Promotional Examinations, and related matters.

Closed session was not held.

There being no further business to come before the Commission, the meeting was adjourned at 1905 hours.

Raymond G. Connors
Secretary

APR 26 1989

SAN FRANCISCO
PUBLIC LIBRARY

No. 89-12

JOURNAL OF PROCEEDINGSFIRE COMMISSION

Regular Meeting - Tuesday - April 11, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker and Commissioner Henry E. Berman were excused for business reasons.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
Howard L. Slater
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

Arthur W. Kenney
Harry F. Brophy
John H. Hirshfeld

- Division 1 (Acting)
- Division 2
- Division 3

2. Adoption of the minutes of the Regular Meeting of March 28, 1989.

Commissioner Quinn moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "K") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Lavelle, David J.	H10	D5-07-89	1	US Army Res.	Attend Active
Sgt. Maj.	C/A			Presidio, SF, CA	Duty Training

B) Monthly Report - Training

Submitting monthly report from Bureau of Training for March, 1989.

C) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during March, 1989.

D) Monthly Report - Management Services

Submitting monthly report from Assistant Deputy Chief, Management Services, concerning activities performed during February and March, 1989.

E) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - MARCH 29, 1989

H2D Lieutenant

Gilbert Cortez

3. CONSENT CALENDAR

F) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - MARCH 26, 1989

1424 Clerk Typist

Helen R. Arbis

G) Non-Civil Service Appointments

Reporting the following NON-CIVIL SERVICE appointments:

EFFECTIVE DATE - MARCH 20, 1989

H4 Inspector

Edward F. De Cossio
(vice: Thomas Hall,
retired)

Edward J. Parrott
(vice: Joseph Sebastinelli,
retired)

H) Suspension

Reporting suspension of Captain Peter Roybal, Truck 14, for 2 days, for violation of Section 3924 of the Rules and Regulations (Insubordination); sentence to be imposed when Captain Roybal returns to duty from his disability leave with pay status.

Note: This suspension has been made pursuant to a Fire Commission decision on March 7, 1989, when the charge of violating Section 3924 (Insubordination) was remanded to the Chief for determination after an administrative hearing.

I) Leave of Absence

Submitting request for leave of absence without pay from H2 Firefighter Richard L. Dunham, for 45 days, April 1 through May 15, 1989. Leave requested for personal reasons.

3. CONSENT CALENDAR

J) City Attorney

Submitting communications from Deputy City Attorney Edward C. A. Johnson, City Attorney's Office, concerning settlement of the following claim:

CYNTHIA L. PERRY, in the amount of \$856.4D.
Claim arises out of automobile damage
occurring on December 30, 1988, at Hayes
and Lyon Streets, S.F., CA.
(Acc : 94-88 (P); ALF, Engine 21;
Dff : Capt. Guido Costella;
Drv : FF Stephen Moore)

K) Temporary Appointments

Reporting having made 26 temporary appointments
March 13 through March 31, 1989.

Commissioner Bretz moved and Commissioner Quinn seconded. "K"
There were no questions or discussion and Items "A" through "K"
on the Consent Calendar were adopted or ordered filed as
appropriate.

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

Reported having made 26 temporary appointments during Payroll Period March 18 through March 31, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Kenney, Arthur	H40	H50	9	18, 19, 19, 22, 23, 25, 26, 28, 29
Dee, Lynwood	H30	H40	2	26, 27
DiGiovanni, Anthony	"	"	4	18, 28, 29, 31
Langley, George	"	"	2	25, 26
Norton, John	"	"	2	26, 27
Nyhan, Richard	"	"	2	25, 26
Treanor, Frank	"	"	2	25, 26
Mazeau, Joseph	"	"	2	24, 25
Cavellini, James	"	"	2	24, 25
Holthaus, James	H20	H30	2	26, 27
Kavanaugh, Phillip	"	"	1	31
Murray, Thomas	"	"	2	26, 27
Stewart, Thomas	"	"	2	26, 27
Sullivan, James	"	"	1	31
Tomasello, Raymond	"	"	2	25, 26
Allen, Richard	H2	H20	10	20, 21, 22, 23, 24, 27, 28, 29, 30, 31
Fuhrman, Paul	"	"	10	20, 21, 22, 23, 24, 27, 28, 29, 30, 31
Rosetto, Aldo	"	"	2	22, 23
McCrystle, Eileen	H2	H10	2	19, 20
Molinari, Raymond	"	"	1	18
Caulfield, Gareth	"	"	2	25, 26
Campanali, Michael	"	"	2	29, 30
Rapp, Charles	H6	H22	8	21, 22, 23, 24, 27, 29, 30, 31
Roberts, Leonard	H2	H4	8	20, 21, 22, 23, 28, 29, 30, 31
Carr, Elmer	H2	H6	10	20, 21, 22, 23, 24, 27, 28, 29, 30, 31
Murray, Paul	H10	H6	8	19, 20, 24, 25, 27, 28, 30, 31

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Fire Commission Resolution (Cont'd from Meeting of 03-28-89)

Submitted Resolution No. 575 amending Article 28 - All Officers, Section 2827, of the Rules and Regulations, to delete the ban on the use of department apparatus for meal shopping.

Commissioner Quinn moved and Commissioner Bretz seconded.

Commissioner Bretz asked Chief Postel to comment on why the rule is being changed. Chief Postel responded that it provides a better service for San Francisco. When a firefighter is shopping the unit is in service on the air and if there is an emergency response all the firefighters will be available, whereas before one firefighter would leave the fire station to go shopping and the unit would run one short during the absence.

There were no further questions or discussion and Resolution No. 575 was adopted on recommendation of Chief of Department.

Recess : 1834-1905

B) Formal Hearing (Cont'd from Meeting of 03-14-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on March 3, 1989, against Firefighter Michael W. Delane, charging him with violations of the Rules and Regulations as follows:

Section 3923 - Disobedience

Section 3926 - Failure to Report

C) Formal Hearing (Cont'd from Meeting of 03-14-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on March 3, 1989, against Chief's Aide Joseph E. Morrison, charging him with violations of the Rules and Regulations as follows:

Section 3923 - Disobedience

Section 3926 - Failure to Report

1905-1920

Because of their similarities, comments for Items 4 B) and 4 C) were combined in one general discussion.

Deputy Chief Boscacci represented the Department; neither Firefighter Michael Delane nor Chief's Aide Joseph Morrison was present.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

B) Formal Hearing (Cont'd from Meeting of 03-14-89)

C) Formal Hearing (Cont'd from Meeting of 03-14-89)

Deputy Chief Boscacci advised the Commission that both individuals had voluntarily entered a substance abuse program at Delancey Street, with a lengthy in-patient program. He noted that the Department, in an effort to assist them with their problems, had granted a year's leave of absence without pay. Accordingly, he recommended that both cases be continued pending successful completion of their program and their request to return to active duty.

In response to a question from Commissioner Quinn, Deputy Chief Boscacci indicated that the disciplinary process began when both Firefighter Delane and Chief's Aide Morrison failed to report for duty, and not because of any problem with the authorities. Captain Robert Demmons, President, Black Firefighters Association, thanked the Chief for granting Firefighter Delane and Chief's Aide Morrison a year's leave of absence in order to solve their problems. He thanked the Commission and Chief for trying to help people get their lives back together. Deputy Chief Boscacci informed the Commission that the Department is working on an intervention program in an effort to try to solve some of these problems midstream before they become disciplinary matters and are brought before the Fire Commission. President Jefferson, noting that the Chief has already granted a year's leave of absence, directed that both cases be continued until the individuals are returned to duty.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

February 17, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Oear Chief Postel:

Just a note of THANKS to the San Francisco Fire Department for a quick response and hard work on an apartment fire that could have been much more disastrous than a one apartment fire.

Building fire alarms went off a little past 1:00 a.m. at 890 Bush Street here in San Francisco. Not more than 60 seconds (yes, that's right!:) later, fire engine sirens could be heard coming down Bush Street.

To most residents of these older buildings, false alarms are usually caused by bad cooking (like mine) setting off smoke alarms, or pranksters setting off building alarms. Such "non-emergencies" tend to create uneventful "ho-hum" response from residents of the older buildings in and around Nob Hill and the downtown area when these alarms go off.

Seconds later, I could hear huge ladders hitting the sides of the building. I heard the speakers from the hook and ladder engine ask that everyone be evacuated from the building. I knew that this time, the emergency was real.

Needless to say, their performance was quick and tireless. Even after the elevator failed to work. They ran up and down six flights of stairs until the fire was out.

Damage was minimal. No one was even home in the destroyed apartment. There was some water damage but no fire damage to any other unit. Remarkable response!

It is nice to know that in an emergency like this, an experience that most hope they never have to go through, we have the best!

Just a sincere note of thanks from myself, as well as the residents of 890 Bush Street.

Sincerely,

/s/ SCOTT HEPPER
890 Bush Street, Apt. 204
San Francisco, CA 94108

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Woodside Fire Protection District
3111 Woodside Road
Woodside, California 94062-0005

February 27, 1989

Fire Commission
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Commissioners:

I would like to take this opportunity to congratulate the companies that worked the fifth alarm fire at Geary and Fillmore Streets this February 17, 1989. This fire was extremely difficult to control and Chief Frederick Postel with Deputy Chief Michael Farrell and other staff officers did an excellent job assigning companies as well as maintaining control from the fire spreading to other structures. It is my sincere opinion that the San Francisco Fire Department is the finest fire department in the nation. It is very important to provide as many engines and trucks with manpower to a major emergency incident like the one that destroyed the San Francisco Art Museum this month. I have had the opportunity to work with the San Francisco Fire Department on many alarms and these firefighters are well skilled and trained. As a fire service member, I fully appreciate the work the City firefighters perform. Great City.

Respectfully yours,

/s/ JOHN DELLINGES, Captain
Engine 8, Portola Valley

* * * * *

March 6, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I am writing to express great appreciation to the members of your Department who responded to my husband's medical emergency on February 24 at approximately 7:30 in the evening.

My husband collapsed from a massive stroke and I immediately called 911. The operator and dispatcher quickly gathered the necessary information and an engine company was at my door in just a matter of minutes. I still remark how quickly they came to my husband's aid and how efficiently they provided it. When the paramedics arrived, the frenzy of activity increased and they worked together to provide outstanding emergency care.

Despite their efforts, it was clear to all present that my husband's chances for survival were not very good. In the midst of all the activity, the firefighters were very respectful and kind - even apologetic for having "made a mess." Their kind words and gestures go far beyond their professional duties and will always be remembered. Please convey my deep appreciation and gratitude.

With warm regards,

/s/ FLORENCE P. GOLDBERG
380 Monterey Blvd., #305
San Francisco, CA 94131

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for March, 1989.

- a. There are 223 unfilled positions in the uniformed forces:
- 210 are vacant and 13 represent retirees receiving their accumulated sick pay.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>February</u>	<u>March</u>
Vacation : Annual	21.53	21.35
IOV	5.11	6.13
F/H	3.53	3.61
Compensatory Time	1.36	2.06
Sick Leave	12.96	14.35
Disability	16.93	20.19
Military Leave	.00	.19
Other (LO/CTR)	<u>4.65</u>	<u>4.93</u>
Total	66.07	72.81

- c. The following W.D.O.'s were awarded during the month of March:
- 6 - H50 Assistant Chiefs, for 24 hours
46 - H40 Battalion Chiefs, for 24 hours
67 - H30 Captains , for 24 hours
159 - H20 Lieutenants , for 24 hours
70 - H10 Chief's Aides , for 24 hours
1411 - H2 Firefighters , for 24 hours
- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:
- 123 - Triple Combination Pumpers
18 - Aerial Ladder Trucks
11 - Miscellaneous Vehicles
- ii) The following apparatus were out of service and under repair at Central Shops:
- 5 - Triple Combination Pumpers
3 - Aerial Ladder Trucks
5 - Miscellaneous Vehicles
- iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:
- 0 - Triple Combination Pumper
0 - Aerial Ladder Truck
2 - Miscellaneous Vehicles
- iv) The following apparatus were available for relief purposes:
- 5 - Triple Combination Pumpers
0 - Aerial Ladder Truck
3 - Aerials as city service trucks (no aerial)
- v) All in-service pumpers or relief pumpers were able to draft.
- Respectfully submitted,
/s/ FREDERICK P. POSTEL
Chief of Department

Commissioner Bretz moved and Commissioner Quinn seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

5. REGULAR CALENDAR - NEW BUSINESS

C) Personal Services Contract - Mathis & Associates

Submitted for review and adoption a proposed personal services contract with Mathis & Associates in the amount of \$60,000 (3 months) to initiate changes in the management process relating to control, alterations in organizational structure and related issues.

Commissioner Quinn moved and Commissioner Bretz seconded.

President Jefferson asked Chief Postel to comment. He explained that the contract is part of a training program being implemented department-wide. The first phase included a needs assessment study. The current contract, second phase, will focus on changes in the management process and provide an action plan dealing with topics such as office restructuring, executive level training program, improved communication throughout the Department and related issues.

James Ahern, Secretary, Firefighters Local 798, requested that Local 798 be provided with any interim report and the final report that is published as a result of this contract. President Jefferson noted that the report will be a public document and made available to Local 798.

There were no further questions or discussion and the proposed personal services contract with Mathis & Associates was adopted on recommendation of Chief of Department.

D) Personal Services Contract - Anti-Defamation League of B'nai B'rith

Submitted for review and adoption a proposed personal services contract with Anti-Defamation League of B'nai B'rith in the amount of \$20,900 (3 months) to conduct human relations training workshops for Fire Department members.

Commissioner Bretz moved and Commissioner Quinn seconded.

Commissioner Quinn noted that this item was discussed at length during a prior Commission meeting. James Ahern requested a copy of any report published by AOL as part of this contract. President Jefferson commented that a final report would be available for the public.

There were no further questions or discussion and the proposed personal services contract with Anti-Defamation League was adopted on recommendation of Chief of Department.

E) Departmental Overview

Presenting programmatic organizational and structural overview of Fire Department for new Deputy Mayor Gayle Orr-Smith.

President Jefferson commented that Deputy Mayor Gayle Orr-Smith cannot attend tonight as she and the Mayor are attending an urgent community meeting in the Bayview. President Jefferson asked Secretary Connors to inform Ms. Orr-Smith that the presentation will be rescheduled at her convenience.

5. REGULAR CALENDAR - NEW BUSINESS

F) Status of EEO Complaints

Report from Assistant Deputy Chief Frank Scales on status of EEO Complaints.

Assistant Deputy Chief Frank Scales reported that no EEO complaints were filed during the month of March. Also, three previously closed complaints were sent to the Court Monitor as part of appeals process. President Jefferson inquired if there were any other EEO complaints pending. Assistant Deputy Chief Scales indicated none whatsoever.

G) St. Francis Hook & Ladder Society

Presented St. Francis Hook & Ladder Society's membership scrolls to Fire Commission.

Mr. John Grimes, Chairman of the Board, St. Francis Hook & Ladder Society, was accompanied by several members of the Board who were in attendance to present membership scrolls. Before the presentation began, Mr. Grimes commented that the Society also sponsors the San Francisco Fire Museum. He asked Mr. Stan Seaman, President, to make the presentation to President James Jefferson; Richard Schlueter to Commissioner Sharon Bretz; Bruce Shelton to Commissioner Frank Quinn; Ms. Susan Stacks to Chief Postel; Stan Seaman to Secretary Raymond Connors; and Mr. Grimes to Vice President John Keker. President Jefferson accepted the scroll in Vice President Keker's absence commenting that it will be given to him next month. Each recipient thanked the Society for the honor and recognition. Chief Postel thanked the Society for all the support they give to the Fire Department. Mr. Grimes noted that Commissioner German, a long time member, previously received his scroll. Mr. Grimes invited everyone to participate in the annual earthquake and fire ceremonies scheduled for April 18. He noted that at 1130 hours in front of City Hall, old Steamer No. 22 will be welcomed back to San Francisco, complete with horses and a ribbon cutting ceremony. He invited the Commission to attend the ceremonies scheduled for April 18.

H) Retirement Certificates

Reported Awards of Honorable Service to the following members:

	<u>Type of Retirement</u>	<u>Years of Service</u>	<u>Date of Retirement</u>
Lieutenant Gary L. Lindley	Service	24	Feb. 28, 1989
Firefighter Lawrence J. Schlarmann	Ind. Dis.	18	Sep. 01, 1988

Chief Postel informed the Commission that none of the retirees is present to receive the retirement certificate. President Jefferson instructed Secretary Connors to mail the certificates to the retirees.

5. REGULAR CALENDAR - NEW BUSINESS

I) Public Comment

No comments were made by the public.

6. Executive Session - Personnel Matters

In accord with Charter Section 3.500 (f)(1), the Fire Commission convened an executive session to discuss personnel matters.

1920-2205

No action taken.

There being no further business to come before the Commission, the meeting was adjourned at 2207 hours.

Raymond G. Connors
Secretary

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DOCUMENTS DEPT.

MAY 8 1989

SAN FRANCISCO
PUBLIC LIBRARYJOURNAL DE PROCEEDINGSFIRE CD MISSIDNSpecial Meeting - Thursday April 13, 1989 - 1400 Hours

26D Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
 Commissioner Henry E. Berman
 Commissioner Sharon L. Bretz (Excused 1515 hours)
 Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons.

Frederick F. Postel
 Michael T. Farrell
 John F. Boscacci

- Chief of Department (Excused 1505 hours)*
- Deputy Chief - Operations
- Deputy Chief - Administration

*Chief Postel, Deputy Chiefs Farrell and Boscacci were excused to attend a previously scheduled meeting with the Court Monitor.

Joseph A. Medina

- Acting Chief of Department (1505 hours)

Chief Officers - Staff:

Joseph A. Medina
 Howard L. Slater

- Fire Prevention
- Support Services

2. 1989-9D Budget

- a) Discussion of items in baseline budget disallowed by Mayor's budget staff

President Jefferson asked Assistant Chief Howard Slater to begin the Department's presentation. Assistant Chief Slater noted that each Commissioner had received a nine-page report covering Items 2.a), b), and c). The first segment of this report covered six pages and was divided into four categories: those items that the Fire Department agrees in full; those items that the Fire Department disagrees in full; those items that the Fire Department agrees partially; and those items that have been withdrawn for consideration by the Mayor's budget staff.

a) Continued

Items the Fire Department Agrees in Full

Assistant Chief Slater began by noting that there are five objects of expenditure spread among six programs and totalling \$41,470 in reductions that the Fire Department supports. They are as follows:

Suppression - Differential Pay	\$23,511
Prevention, Administration and OES - Travel	4,954
Prevention and OES - Training	1,100
Consent Decree - Mail Services	10,000
Support Services - Overhead in Toxics Program	<u>1,805</u>
	\$41,470

This amount had to be reduced because the items were not contained in the 1988-89 baseline budget and, therefore, should not have been included in the 1989-90 budget.

Items the Fire Department Disagrees in Full

There are five items where the Fire Department disagrees in full with the Mayor's budget staff's recommendation that further reductions be made. These areas involve the following:

Suppression - Permanent Salaries - \$75,548

This reduction should not have been made because two positions were transferred from Suppression to Administration with no increase in the overall budget as the salaries were deleted from the Suppression program and the same amount added to the Administration program.

Consent Decree - Overtime - \$9,000

The Department maintains that it is absolutely necessary to have a minimum amount of overtime funds available for personnel in the Examination Unit as they prepare for and administer the scheduled examinations for the next fiscal year.

Suppression - Extended Work Week - \$400,000

The Mayor's budget staff thought that this reduction could be made to reflect a reduction in our absentee rate. However, the amount requested correctly represented our absentee rate (20 percent). Therefore, no reduction is warranted.

Consent Decree - Temporary Salaries - \$25,987

These funds are required to hire examination proctors for next year's promotive examinations. The sum requested is less than spent this year. Therefore, it is properly included in our baseline budget.

2. 1989-90 Budget

a) Continued

Consent Decree and Prevention - Other Services - \$8,582

In the Consent Decree these funds are for postage and publications, and in Fire Prevention, \$1,000 is for the purchase of three revisions of the NFPA Fire Code. This is absolutely necessary for efficiency as there are three separate locations where a substantial number of inspectors are assigned. The Department strongly believes that these funds are absolutely required for the efficient operation of both units. Additionally, the funds for the Consent Decree program were provided for this year through work order and, therefore, are not in addition to our baseline budget.

At this point, a discussion ensued between members of the Commission and Fire Marshal Joseph Medina concerning the recently enacted legislation which established a citation program, reinspection fees and fines for persons who fail to correct code deficiencies. The citation program is brand new having been in operation for two weeks. Thus far, 10 infractions have been reported. The fines for these infractions are not yet known as they will be set by the Municipal Court. This new program was implemented pursuant to recommendations made last year after the Controller's audit of the Bureau of Fire Prevention. At that time, they estimated that approximately \$60,000 would be generated through reinspection fees and approximately the same amount from fines. Fire Marshal Medina indicated that he would include relevant information about this program in his monthly report so that the Fire Commission can get some idea as to the amount of revenue being collected through this new program.

Items the Fire Department Agrees Partially

The Fire Department agrees partially to the following four items:

Suppression - Holiday Pay - \$81,677

The Mayor's budget staff recommended that the Holiday Pay account was overstated by \$150,000. The Department submitted calculations indicating that the reduction should only be \$81,677.

Prevention, Investigation and Training - Extended Work Week - \$13,139

The Mayor's budget staff recommended that the Extended Work Week account was overstated by \$80,391. The Department submitted calculations indicating that the reduction should only be \$13,139. This is based on expenditures on these programs to date, projected through June 30, 1989.

Suppression and Support Services - Mandatory Fringe Benefits - \$50,230

The Mayor's budget staff recommended that the Mandatory Fringe Benefits account was overstated by \$115,050. The Department submitted calculations indicating that the reduction should only be \$50,230.

Support Services - Telephone/Telecommunications - \$8,324

The Mayor's budget staff recommended that the Telephone/Telecommunication account was overstated by \$86,000. The Department submitted calculations indicating that the reduction should only be \$8,324. The reduction of \$8,324 matches the Department's 1988-89 baseline expenditures with the 1989-90 request.

a) Continued

Items Withdrawn for Consideration by Mayor's Budget Staff

Support Services - Other Contractual Services - \$3,000

The Department demonstrated that the physical fitness training maintenance program was funded in this year's baseline at \$3,000.

Support Services - Equipment - \$2,800

The Mayor's budget staff withdrew the proposed reduction for the purpose of a decontamination unit for firefighters involved in hazardous materials response.

President Jefferson asked if anyone from the public wished to comment. James Ahern, Secretary, Local 798 acknowledged that he had just now received the nine-page report from staff and asked for some time for Local 798 to review the document and submit its comments to the Commission in writing. He noted that the Executive Board is scheduled to meet tomorrow.

Commissioner Berman moved and Commissioner Quinn seconded that the Commission adopts the staff's presentation and recommendations contained in the four categories just discussed. There were no further questions or discussion and the motion was unanimously adopted.

President Jefferson requested that the staff keep the Commission advised as to what changes the Mayor's budget staff recommends concerning these items.

b) Adoption of further reductions to achieve a 10 percent total reduction in non-mandated costs

Assistant Chief Slater commented that Item 2.b) reflects the Fire Department's response to the Mayor's Office request that an additional \$250,000 in reductions in the non-mandated areas of the Fire Department's budget be made in order to achieve the City-wide reduction goal of 10 percent. He noted that \$8 million has been identified as non-mandated budget items; therefore, the Department's goal is \$800,000. Previously, the Fire Commission adopted reductions in the non-mandated areas of approximately \$500,000. The items targeted for further reductions are found in two programs - Suppression and Administration:

Suppression - Permanent Salaries and Mandatory Fringe Benefits - \$210,432

He noted that these cuts are justified because the funds requested in Permanent Salaries and Mandatory Fringe Benefits are so large that this very modest reduction can be absorbed without impact. He noted that this is a savings generally found when members retire or are off duty without pay.

Suppression - Differential Pay and Mandatory Fringe Benefits - \$9,600

This reduction is being recommended based on current rate of expenditure in the Suppression program, projected through June 30, 1989.

2. 1989-90 Budget

b) Continued

Administration - Permanent Salaries & Mandatory Fringe Benefits - \$29,944

These savings are achieved by unfunding for six months the vacant position of 8165 Worker's Compensation Supervisor I. He noted that there is no eligible list for that position.

James Ahern, Secretary, Local 798 asked for an opportunity to make any comments concerning this item in his written response to the Commission next week.

Commissioner Quinn moved and Commissioner Berman seconded that the Commission adopts the staff's presentation and recommendations in further reductions. There were no further questions or discussion and the motion was unanimously adopted.

c) Revision of priority list for funding issues greater than baseline budget

Assistant Chief Slater noted that it was necessary to revise the priority list previously approved by the Fire Commission because the Mayor's budget staff disallowed certain items in the baseline budget. He noted that the six items that are being added to the priority list were of sufficient importance to the Department to be included in its baseline budget originally. Therefore, they should be ranked very high in the priority list. Accordingly, the Department has inserted these six items immediately following Priority No. 4 adopted previously by the Fire Commission.

Assistant Chief Slater summarized these six items as follows:

<u>Program</u>	<u>Description</u>	<u>Amount</u>
Suppression Prevention Investigation	Materials and Supplies Medical, Safety & Tech. (Supp) Codes for Inspectors (Prev) Minor Furnishings (Inv)	\$ 93,906
Support Services	Permanent Salaries - Craft To fund three Utility Plumber positions	136,242
Support Services	Equipment and Maintenance Retrofit the hydraulic lift for Department's only tow truck	18,000
Investigation/ Consent Decree	Equipment Replace 1979 Arson Van (98,183 mi) Outfit ISB Car with radio, lights	18,150
Consent Decree	Equipment Storage Units (2) for Driver Training Program	2,500
Office of Emergency Services	Reproduction To produce S.F. Multi Hazard Functional Plan (600,000 pages and 250 binders)	12,750

2. 1989-90 Budget

c) Continued

Commissioner Quinn thought that it would be important to have the Union's comments concerning the critical list of these six items. President Jefferson noted that the items that were on the original priority list adopted by the Fire Commission were there in part because they were new additions to the Department's budget. Whereas these items have been disallowed in the baseline and then added to the priority list. He wondered that if the Department had these items before the Commission when the original priority list was adopted whether the rankings would have been different. He did not think that the Commission would automatically use the same ranking and approach that is now being offered by the staff.

President Jefferson suggested that the priorities be reordered in the following fashion: Remove Items 5 through 10 (six items just added to the priority list) and insert them on the present list after Priority No. 17 - Administration (Stress Unit) - Extended Work Week - \$78,078. After some discussion among the Commission, it was decided to place the following item after Priority No. 4: Suppression, Prevention and Investigation - Materials and Supplies - \$93,906, and that new items 6 through 10 be placed after Priority No. 17.

James Ahern, Secretary, Local 798, commented that based on statements made before the Board of Supervisors' Finance Committee last month, Local 798's budget priorities include items that provide safety to the firefighters, such as breathing apparatus, testing for tuberculosis, annual hearing tests, and the quality of protective gear. He noted that medical equipment and defibrillators' supplies are important to the firefighters. He also requested that sufficient safety supplies such as personal alarm system be made available to the firefighters. These are some examples that are high on Local 798's priority list. He wanted the Commission to be aware that the firefighters in the field are concerned in any area involving medical response, protective equipment and immunization. The membership reminds the Executive Board frequently about obtaining adequate protection in these areas. This is a message that Local 798 will continue to put before the Fire Commission, Mayor's Office, and Board of Supervisors as each considers funding priorities for the Fire Department's budget.

As an example, James Ahern noted that Los Angeles firefighters now have the option at the county's expense to receive Hepatitis B vaccine. This is something that Local 798 has been trying to initiate in the San Francisco Fire Department. James Ahern noted that Local 798 is a strong supporter of the Stress Unit and commended them for the fine work that that unit has produced last year.

James Ahern also asked about the stoves and dishwashers being requested for \$4,096 but were not included in the priority list to be approved by the Mayor. Assistant Chief Slater replied that it was cheaper repairing existing stoves and dishwashers instead of replacing them. Assistant Chief Slater noted that the greater priority in the fire stations is dishwashers and not stoves. Commissioner Berman asked Assistant Chief Slater to provide him with the specifications on dishwashers and stoves and he will see if there were any way to obtain them from private source.

James Ahern noted that these preliminary comments would be followed by letter from Local 798.

President Jefferson noted that it is the Commission's goal to reduce the risk to the firefighters at the maximum extent possible in all areas.

2. 1989-90 Budget

c) Continued

Commissioner Quinn moved and Commissioner Berman seconded that the priority list be adopted as amended by President Jefferson's suggestions. There were no further questions or discussion and the priority list was adopted as follows:

<u>Priority</u>	<u>Program</u>	<u>Description</u>	<u>Amount</u>
1	Suppression	Increase lease/purchase of Pumpers and Aerial Ladder Trucks from 4 and 2 to 6 and 4	\$ 543,230
2	Suppression	Breathing Apparatus/Air Cylinders	142,935
3	Administration (Med. Svcs.)	Research Associate/Quality Assurance Coordinators	81,480
4	Consent Decree	Consent Decree Program Manager	81,560
5	Suppression Prevention Investigation	Materials and Supplies Medical, Safety & Tech. (Supp) Codes for Inspectors (Prev) Minor Furnishings (Inv)	93,906
6	Prevention	Miscellaneous Employees (2) and one H22 Lieutenant	208,368
7	Consent Decree	i. New Personnel (3) ii. Court Monitor iii. Technical Equipment iv. Office	139,016 75,000 10,000 3,600
8	Various	OP/WP Equipment	54,884
9	Suppression	Medical/Resuscitation	17,537
10	Suppression	Command Vehicles (5)	95,000
11	Consent Decree	Extended Work Week	209,980
12	Administration (Stress Unit)	Extended Work Week	78,078
13	Support Svcs.	Permanent Salaries - Craft To fund three Utility Plumber positions	136,242
14	Support Svcs.	Equipment and Maintenance Retrofit the hydraulic lift for Department's only tow truck	18,000
15	Investigation/Consent Decree	Equipment Replace 1979 Arson Van (98,183 mi) Outfit IS8 Car with radio, lights	18,150
16	Consent Decree	Equipment Storage Units (2) for Driver Training Program	2,500

2. 1989-90 Budget

c) Continued

17	Office of Emergency Svcs.	Reproduction To produce S.F. Multi Hazard Functional Plan (600,000 pages and 250 binders)	12,750
18	Prevention	Uniformed Employees (2)	183,144
19	Support Svcs.	Radios/Pagers	20,568
20	Consent Decree	Extended Work Week	157,485
21	Support Svcs.	Crane Truck	88,000
22	Training	Miscellaneous Equipment	8,450
23	Support Svcs.	Portable Fuel Tanks (2)	20,000
24	Support Svcs.	Stoves/Dishwashers	4,096
25	Consent Decree	Renovate Headquarters for Consent Decree - Exam Unit and Program Manager	40,000
26	Investigation	Automotive Vehicle	12,000
27	Training	Intercom System	1,000
28	Support Svcs.	Hydrants	60,000
29	Support Svcs.	Hazardous Materials Permits	17,325
Total			\$2,352,736
Revision			281,548
			\$2,634,284
			=====

President Jefferson noted that the priority list additions will be discussed in a meeting with the Mayor before any decisions are finalized. It is expected that this meeting will take place next Thursday and that staff will have made the revised list and prepared supporting documents in time for the Commission's presentation to the Mayor. President Jefferson and his colleagues will be prepared to forcefully argue before the Mayor and support all these priority items.

There being no further business to come before the Commission, the meeting was adjourned at 1550 hours.

Raymond G. Connors
Secretary

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12
12/6/89

MAY 8 1989

SAN FRANCISCO
PUBLIC LIBRARY

No. 89-14

-SF-

JOURNAL OF PROCEEDINGS

FIRE COMMISSION

Regular Meeting - WEDNESDAY ~~April~~ April 26, 1989 - 1800 Hours*
260 Golden Gate Avenue - Room 201

*Due to lack of quorum the regular meeting was not held on Tuesday

ITEM
NO.

1. On Roll Call, the following were noted present:
President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons.

Frederick F. Postel
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
Howard L. Slater
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

Arthur W. Kenney
James R. Lynch

- Division 1 (Acting)
- Division 2

2. Adoption of the minutes of the Regular Meeting of April 11, 1989.
- Commissioner Berman moved and Commissioner Quinn seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "J") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Lavelle, David J.	H10	04-14-89	2	US Army Res.	Attend Active
Sgt. Maj.	C/A	and 04-24-89		Presidio, SF, CA	Duty Training

B) Retirements

Communications received from Retirement Board indicating the following members have retired:

		<u>Retirement Date/Age</u>
Bechler, Robert O.	H40 Battalion Chief I/Ois. (hearing loss)	Mar. 18, 1989 63
Goodin, Michael L.	H40 Battalion Chief I/Ois. (back and ear)	Feb. 05, 1989 44
Richardson, Richard	H20 Lieutenant Service I/Ois.	Feb. 04, 1989 57
Lamey, Robert F.	H2 Firefighter (lower back)	Feb. 18, 1989 40

(Note: Retirement Certificates will be presented at Fire Commission meeting of May 23, 1989)

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during March, 1989.

D) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - APRIL 17, 1989

7388 Utility Plumber

Oaniel J. Godfrey

3. CONSENT CALENDAR

E) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - APRIL 10, 1989

1426 Senior Clerk Typist

Althea Gibson
(vice: Julian Oliver,
deceased)

F) Temporary Civil Service Appointment

Reporting the following TEMPORARY CIVIL SERVICE appointment:

EFFECTIVE DATE - APRIL 17, 1989

6280 Fire Safety Inspector I

Marta M. McGovern
(vice: Mary Boucher,
leave of absence)

G) Resignation

Submitting resignation of 1808 Management
Information Systems Technician I Rosa M. Martinez,
effective close of business April 11, 1989.
(Resigned for personal reasons.
Approximate length of service - 6 months.)

H) Leaves of Absence

Submitting requests for leaves of absence without
pay from the following:

H10 Chief's Aide Joseph E. Morrison, for one
year, March 7, 1989 through March 6, 1990.
Leave requested for personal reasons.

H2 Firefighter Michael W. Delane, for one
year, April 6, 1989 through April 6, 1990.
Leave requested for personal reasons.

6280 Fire Safety Inspector I Mary J. Boucher,
for 24 days, May 1 through May 24, 1989.
Leave requested for personal reasons.

6280 Fire Safety Inspector I Lisa Kanter, for
15 days, May 5 through May 19, 1989. Leave
requested for personal reasons.

3. CONSENT CALENDAR

I) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Responsibility</u>	<u>Recommendation</u>
ALF, Engine 10 Off: Lt. John Murphy;	93-88	12-24-88	517	Preventable	File
Engine 3 Off: Capt. William Cochrane;	04-89	01-17-89	523	Preventable	File
Truck 13 Off: Lt. Louis Mambretti;	06-89	01-14-89	628	Preventable	File
		Drv: FF Dominic Aiello;		Tlrm: FF Karl Baeck	
ALF, Engine 39 Off: Lt. Galen Cole;	07-89	01-20-89	522	Non-preventable	File
		Orv: FF James Allan			
Truck 7 Off: T/Lt. John Oobshinsky;	08-89	01-22-89	605	Preventable	File
		Orv: FF Mark Kearney;		Tlrm: FF Wm Serafini	
Airport 1 Off: Lt. William Norton;	09-89	01-23-89	M37	Preventable	File
		Drv: FF James Popoff			
Engine 1 Off: Lt. Bernne Wangara;	10-89	01-27-89	583	Preventable	File
		Drv: FF James Blake			
Truck 6 Off: Lt. James O'Connor;	11-89	01-27-89	669	Preventable	File
		Orv: FF Victor O'Orazi;		Tlrm: FF Raymond Moreno	
WLF, Engine 15 Off: Lt. Robert Oller;	12-89	01-30-89	562	Non-preventable	File
		Orv: FF Patrick Pittson			

J) Temporary Appointments

Reporting having made 25 temporary appointments April 1 through April 14, 1989.

Commissioner Berman moved and Commissioner Bretz seconded. "J" There were no questions or discussion and Items "A" through "J" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

Reported having made 25 temporary appointments during Payroll Period April 1 through April 14, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Kenney, Arthur	H40	H50	8	2, 3, 5, 6, 8, 9, 12, 13
DiGiovanni, Anthony	H30	H40	1	1
Ference, William	"	"	2	9, 10
Miles, Timothy	"	"	2	6, 7
Gonzalves, Kevin	H20	H30	2	7, 8
Kavanaugh, Phillip	"	"	3	1, 10, 11
Long, William	"	"	2	7, 8
Rockett, Tyrone	"	"	2	7, 8
Sullivan, James	"	"	5	1, 3, 4, 10, 11
Allen, Richard	H2	H20	10	3, 4, 5, 6, 7, 10, 11, 12, 13, 14
Fuhrman, Paul	"	"	10	3, 4, 5, 6, 7, 10, 11, 12, 13, 14
Cunnie, Michael	H2	H10	2	3, 4
Fuhrman, Paul	"	"	2	1, 2
Payne, Harry	"	"	1	14
McCrystle, Eileen	"	"	1	2
Mulkeen, William	"	"	2	10, 11
Hill, Steven	"	"	1	1
Gallagher, Peter	"	"	2	4, 5
Moore, Stephen	"	"	2	7, 8
Haney, George	"	"	2	7, 8
Hentz, James	"	"	1	12
Carr, Elmer	H2	H6	9	3, 4, 5, 6, 7, 10, 11, 13, 14
Murray, Paul	H10	H6	10	3, 4, 5, 6, 7, 10, 11, 12, 13, 14
Roberts, Leonard	H2	H4	8	3, 4, 5, 6, 11, 12, 13, 14
Rapp, Charles	H6	H22	7	3, 4, 5, 10, 11, 12, 13

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Commander
Military Sealift Command
Pacific
Oakland, California 94625

April 5, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On behalf of this command, thank you for the "Welcome Home" salute given to USNS MISPELLION (T-AO 105) by the Fireboat Phoenix on March 27 following MISPELLION's return to the Bay Area after a 14-year deployment to the Western Pacific.

I also want to acknowledge the efforts of Lieutenant Paul Fuhrman, Captain Lou Birleffi and his crew, and Engine Company 35 for their assistance with the welcome home given to MISPELLION. Their work in saluting the 44-year old ship which will soon be laid up in the fleet reserve was appreciated by the entire crew of USNS MISPELLION.

Sincerely,

/s/ J. S. SCHULTZ
Captain, U.S. Navy

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

March 30, 1989

Investigator Alfred Silvestri
San Francisco Fire Department
Bureau of Fire Investigation
676 Howard Street
San Francisco, CA 94105

Oear Investigator Silvestri:

This represents an open letter of gratitude to you personally and the Arson Investigation Team. The professional manner demonstrated in responding to a fire in my apartment at 1720 Golden Gate Avenue, #33, the evening of February 21, 1989, was and is commendable.

Your rapid response, helpful assistance and service did not go unnoticed by this resident of the City of San Francisco.

Thank you again.

Sincerely,

/s/ JOEL A. MC CLURE

* * * * *

Chief Medical Examiner - Coroner
City and County of San Francisco
Hall of Justice, 850 Bryant Street
San Francisco, California 94103

April 10, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Oear Chief Postel:

I would like to thank the members of the San Francisco Fire Department for their assistance to the Medical Examiner's Office whenever needed. In the difficult work that the Deputy Coroners perform, there are times when they must call on the firefighters to assist in the removal of a body from a premises. I will cite two recent examples: Truck 2 under the supervision of Lieutenant Kevin Garry helped remove a body from a roof, and Truck 6 under the supervision of Lieutenant William Breslin helped with the removal of a man who weighed over 500 pounds.

Please express my and my staff's thanks to the members of your department for all the assistance we have received.

Sincerely,

/s/ BOYO G. STEPHENS, M.O.
Chief Medical Examiner

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

8) Probationary Appointment

Reported the following PROBATIONARY appointment:

EFFECTIVE DATE - APRIL 10, 1989

H30 Captain

John M. Traversaro
(vice: Richard Seike,
retired)

Commissioner Berman moved and Commissioner Bretz seconded. There were no questions or discussion and the report of probationary appointment was adopted on recommendation of Chief of Department.

Chief Postel invited Captain John Traversaro to step forward. Chief Postel briefly summarized the assignments held by Captain Traversaro during his service with the Department. Chief Postel administered the oath of office.

Chief Postel acknowledged the presence of Captain Traversaro's father, retired Assistant Chief Duilio Traversaro. After the oath was administered, Chief Postel asked Mr. Duilio Traversaro to pin the Captain's badge on his son.

Captain Traversaro introduced his wife, father and mother, brother and his two closest friends.

C) Physical Fitness Training

Report from Lieutenant Anthony Stefani on results of physical fitness training for female H2 Firefighter candidates.

Before Lieutenant Anthony Stefani began his presentation, Chief Postel publicly thanked him for the outstanding job he performed during the physical fitness program. Just this week an attorney from the U.S. Department of Justice who is familiar with situations such as San Francisco's, commented that "San Francisco's pre-employment physical fitness program was the best in the nation." It is that because of Lieutenant Stefani's leadership.

Lieutenant Stefani gave each Commissioner a 40-page report entitled: Pre Recruit Fitness Program - 1988-89. He commented that in September 1988 the program began with a baseline fitness evaluation for the purpose of giving candidates a general idea of their overall condition, and then to motivate them to get involved with the Department's fitness program. Approximately, 145 candidates participated in the pretest program. Eighty-six of the participants were women and 59 were men. The report contains the results of the baseline evaluations. The second phase of the program - aerobic conditioning - began in October 1988 and ended in December 1988. The program used the principle of "circuit" training - a series of exercises using the muscle groups involved in firefighting that are performed one after the other with minimal rest. Evening classes were conducted on Monday and Wednesday at the Polo Field and morning classes were held Tuesday and Thursday at the Marina Greens. The most important part of the program was the third phase - strength training which ran from January 2, 1989 through the third week of March. Forty-four women and nine men participated in this phase. Fifty-six women took

4. REGULAR CALENOAR - NEW BUSINESS

C) Physical Fitness Training (Continued)

the physical abilities test; 28 passed, 24 of whom participated in the phase three program. Eight of the nine men in the phase three program passed. The report contains more detailed statistical analysis. During the month of March recruits in the weight training program had the opportunity to practice the physical abilities test events. A weight training retention program has been set up for the 28 women who passed the physical abilities test.

Lieutenant Stefani thanked Chief Postel and his Administration for their confidence and support; Assistant Chief Gary Musante and Captain Al DaCunha for thier cooperation and understanding. He thanked his physical fitness training team; Lieutenant Garry Bradford, Firefighters Victoria Hayden, Michael Cotton and Anthony Smerdel.

He commented that it was a difficult and trying experience at times, but the thing that kept him going was the recruits' progress, their tenacity and dedication. He was very pleased with the outcome of the program. He concluded his presentation by commenting that he would be more than happy to work in the field with any of these individuals.

Commissioner Quinn asked about the status of repairs to "Old 21." Lieutenant Stefani replied that the Department of Public Works was out today to look at the sewer line and hopefully that will be repaired soon. Commissioner Quinn asked about the physical fitness and weight reduction program. Lieutenant Stefani indicated that the average weight loss for the 20 participants is between 15-20 pounds. Also, at least 40 firefighters are participating in a voluntary weight reduction fitness program. Commissioner Quinn asked if Lieutenant Stefani has any role once the candidates enter the Division of Training. He replied that he will be giving a "circuit" training program each morning for one hour (running, climbing stairs and calisthenics).

Commissioner Bretz asked what is being done about back injuries and how they can be reduced. Lieutenant Stefani indicated that no back program has been started. He noted that a firefighter from Truck One made the excellent suggestion that leather belts should be designed to provide at least four inch support to the back. Firefighters could cinch up on the belt whenever they had to do anything that was strenuous to the back. Lieutenant Stefani commented that a physical therapist who works for the City is designing an educational program concerning back injuries. The Fire Commission will be advised when the program is ready to be implemented.

Commissioner Quinn asked Lieutenant Stefani to comment on his active approach to solve this type of injury. Lieutenant Stefani replied that in order to support the lower back the abdominal muscles must be strong. In order to strengthen the abdominal muscles it is important to lose weight around the waist and stomach.

Commissioner Quinn asked Lieutenant Stefani to report on the status of the stationary bicycles. Lieutenant Stefani commented that approximately 15 to 18 bicycles are beyond repair. He complimented Firefighter Geroge Pidge for doing a great job trying to keep these bicycles in repair but there is not much that can be done when the bicycles is rusted out due to perspiration dripping into the bicycle's moving parts. Commissioner Quinn noted that he was trying to get some private funds to purchase and maintain these bicycles.

Commissioner Berman noted that if this problem were publicized the Fire Department might receive donations or equipment from the public.

4. REGULAR CALENDAR - NEW BUSINESS

At this time (1825 hours) President Jefferson acknowledged the presence of Deputy Mayor Gayle Orr-Smith and welcomed her to the meeting.

D) Departmental Overview

Presenting programmatic organizational and structural overview of Fire Department for new Deputy Mayor Gayle Orr-Smith.

This item was continued to the end of the Calendar - after Item 4.H).

E) Request for Supplemental Appropriation

Submitted request for supplemental appropriation in the amount of \$86,150, to enter into lease-purchase agreement for two aerial ladder trucks and four triple combination pumpers.

Chief Postel asked Assistant Chief Howard Slater to make a report. Assistant Chief Slater indicated that the Department requests that the item be withdrawn as funds now have been identified that can be reappropriated internally to enter into a lease/purchase program for apparatus - four triple combination pumpers and two aerial ladder trucks. This request does not relate to next year's budget request which is for six triple combination pumpers and four aerial ladder trucks, and is currently being reviewed by the Mayor and his budget staff.

Commissioner Bretz moved and Commissioner Berman seconded that the item be withdrawn. The motion was unanimously adopted.

F) Request for Supplemental Appropriation

Submitted request for supplemental appropriation in the amount of \$2,837,176, to provide Extended Work Week funds and other funds through June 30, 1989.

Commissioner Bretz moved and Commissioner Quinn seconded.

Chief Postel asked Assistant Chief Slater to make a report. Assistant Chief Slater described the four categories:

Extended Work Week (\$2,239,024); Professional Services (\$397,000); Reclassification of Miscellaneous Position - Consent Decree (\$152); and Restoration of Funds previously reappropriated for deficit in Extended Work Week account (\$201,000).

Extended Work Week (\$2,239,024)

These funds would allow the Department to continue paying overtime through June 30, 1989, with a daily staffing of 315 officers and firefighters. It also assumes an absentee rate of approximately 22 percent.

4. REGULAR CALENDAR - NEW BUSINESS

F) Request for Supplemental Appropriation (Continued)

Professional Services (\$397,000)

These funds are requested in the Consent Decree program to offset projected deficit in the Core Corp. contract concerning H2 Firefighter exam and the H20 Lieutenant exam.

Reclassification of Misc. Position - Consent Decree (\$152)

The Fire Department received approval of the new position of 1720 Data Entry Operator in the Consent Decree program. Subsequently, the Civil Service Commission evaluated the duties of that position and determined that the appropriate classification should be as an 1808 Management Information Systems Technician I, with a biweekly salary of \$20 more than the Data Entry Operator. In order to fill this position, it is necessary to go through the supplemental appropriation process as well as the reclassification process due to the higher biweekly salary.

Restoration of Funds (\$201,000)

On December 13, 1988, the Fire Commission adopted a request for supplemental appropriation for Extended Work Week in the amount of \$3,300,000. When this appropriation reached the Board of Supervisors their Budget Analyst determined that part of this appropriation could be funded from the Fire Department through reappropriation from its own accounts. The accounts identified are Holiday Pay, Permanent Salaries - Craft, and Temporary Salaries - Support Services. Unfortunately, too much money was reappropriated leaving deficits in these three accounts which will be restored by this supplemental appropriation.

There were no further questions or discussion and the request for supplemental appropriation was adopted on recommendation of Chief of Department.

G) Certificates of Merit

Presentation of Certificates of Merit to:

... Captain Thomas Nyhan, Bureau of Fire Prevention

Captain Nyhan could not attend. President Jefferson asked that his certificate be mailed to him.

... Inspector Robert Stone, San Francisco Police Department - member of Arson Task Force

Chief Postel called upon Captain Richard Crispen to assist him in this presentation. Captain Crispen noted that he had been working with Inspector Stone since 1974 when he was investigating arson cases. In 1977 when the Arson Task Force was formed, Inspector Stone was the first police officer assigned to the Arson Task Force and performed in that capacity until his retirement in March 1989. He has been a real credit to the Police Department and the Fire

4. REGULAR CALENDAR - NEW BUSINESS

Department has had an opportunity to learn from him and to professionalize its investigations through the assistance and guidance of Inspector Stone. He was particularly helpful in the area of criminal justice requirements. He helped to establish mechanisms that are necessary to complete a successful criminal matter. Later, two other police inspectors were assigned to the Arson Task Force. He wished Inspector Stone the best of luck in his retirement and noted that he has never worked with anyone who has been more dedicated and dependable. Inspector Stone thanked Captain Crispin and the Fire Commission, and introduced his wife.

H) Public Comment

Marvis Phillips introduced himself to the Commission indicating that he is a block captain in the Tenderloin and he directs traffic for Stations 1, 3 and Engine 41 until the police arrive.

Recess : 184D-1845

D) Departmental Overview

Presented programmatic organizational and structural overview of Fire Department for new Deputy Mayor Gayle Drr-Smith.

1845-1958

President Jefferson once again welcomed Deputy Mayor Gayle Drr-Smith to the meeting. He asked Chief Postel to begin his presentation. He recited the Department's goals:

1. Control fire and other emergencies, including medical emergencies, in order to prevent loss of life and property and to prevent or lessen injury;
2. Develop and enforce codes, ordinances, and laws intended to reduce loss of life and property;
3. Investigate and determine fire cause as a basis of code development and enforcement of laws relating to fire control and arson;
4. Provide, strengthen, and maintain the physical and administrative support needed to achieve the other goals of the department;
5. Develop and maintain a professional force of firefighters and other employees dedicated to the service of the community;
6. Administer the affairs of the department fairly and efficiently while practicing fiscal restraint;
7. Provide a workplace free of unlawful discrimination and provide employment opportunities for minorities and women.

4. REGULAR CALENDAR - NEW BUSINESS

D) Departmental Overview (Continued)

To achieve its goals, the Fire Department is organized into seven programs: Fire Suppression, Fire Prevention, Fire Investigation, Fire Support Services, Training, Administration, and Special Project - Consent Decree. In addition, the Fire Department provides support for the Office of Emergency Services.

The Fire Department serves a population of approximately 760,000 people in the City and County of San Francisco with this population doubling during the work week in the downtown area. At current rate, the Fire Department will respond to 55,000 alarms during fiscal 1988-89, a 5 percent increase over 1987-88 and a 24 percent increase over alarms responded to in 1986-87.

The Department is currently operating under the terms of a Consent Decree which resulted from a suit filed by the United States Department of Justice in the United States Court for the Northern District of California (United States of America v. The City and County of San Francisco, et al.) It is the aim of the Fire Department to ".....eradicate the effect of past employment practices with respect to minorities and women" by maintaining employment and promotional opportunities, to provide human relations training so that tensions in the workplace are reduced, and to provide a specific avenue for members of the department to present their grievances."

He then reviewed and explained the table of organization, identified the program managers noting that each would give a brief oral presentation. Chief Postel commented on the Suppression program noting that it provides firefighting, rescue, and emergency medical services to the citizens of San Francisco. Additionally, the program provides fire prevention services through the Commercial Residential Inspection Safety Program (CRISP) and the Home Survey Program. In the City and County of San Francisco, the Suppression program operates 41 engine companies, 18 truck (ladder) companies, 2 rescue companies, 1 fireboat company, and other units organized for special purpose. The Fire Suppression program also provides airport firefighting and rescue services to San Francisco International Airport where it operates 3 fire-rescue companies.

During the past fiscal year, 1987-88, units of the Suppression program responded to 52,332 incidents, of which 6,212 were structure fires and 22,918 were emergency medical calls.

Commissioner Quinn commented that the emergency medical responses should be added to the Department's goals so that the people will be aware of the extent of the Department's involvement in providing this vital service.

Chief Postel next reviewed the Department's rank structure from H2 Firefighter to Chief of Department, described how they function at fires or other emergencies, identified the Division and Battalion boundaries, and described unit responses to fires including a typical first alarm assignment. Next he distinguished the operational functions of an engine company and a truck company. Commissioner Quinn asked Chief Postel to describe the role of the Chief's Aide. Chief Postel noted that the Chief's Aide is a very important part of fire department operations. Their suppression (fire scene) duties include entering the fire building to check areas immediately above and to either side of the fire, and below the fire. They also provide information to the Chief Officer - smoke conditions, fire spread, etc. It is an important

4. REGULAR CALENDAR - NEW BUSINESS

D) Departmental Overview (Continued)

function because the fire companies are busy making an attack on the fire. Their ability to move quickly from one location to another and evaluate and report conditions is very important to the fire tactics devised by the incident commander. They also assist in raising ladders and overhaul. Finally, they perform numerous administrative duties.

Commissioner Quinn asked Chief Postel about dispatch priorities for Emergency Medical Services calls. Chief Postel indicated that they try to dispatch a Rescue Squad if it is available and close to the incident. However, in most instances, an Engine Company is dispatched, particularly now that the defibrillators are being placed on many Engines.

For the next 45 minutes, the following program managers and bureau heads made presentations and responded to questions from Deputy Mayor Drr-Smith and members of the Fire Commission: Joseph Medina - Fire Marshal; Captain Richard Cripsen - Bureau of Fire Investigation; Assistant Chief Gary Musante - Training; Assistant Chief Howard Slater - Support Services (he also discussed the areas of responsibility for Deputy Chief Boscacci, who was excused); Assistant Deputy Chief Frank Scales - Management Services; and Captain Michael McKinley - Investigative Services Bureau.

5. Executive Session - Personnel Matters

In accord with Charter Section 3.50D (f)(1), the Fire Commission convened an executive session to discuss personnel matters and litigation.

2005-2100

No action taken.

There being no further business to come before the Commission, the meeting was adjourned at 2100 hours.

Raymond G. Connors
Secretary

SF
50
#2
5/9/89

SF

JOURNAL OF PROCEDINGS DOCUMENTS DEPT.

MAY 22 1989

FIRE COMMISSION

SAN FRANCISCO
PUBLIC LIBRARY

Regular Meeting - Tuesday - May 9, 1989 - 1800 Hours
26D Golden Gate Avenue - Room 201

ITEM
ND.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons.

Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Acting Chief of Department
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

James A. Medina
James R. Lynch
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

Arthur W. Kenney
Harry F. Brophy
John H. Hirshfeld

- Division 1 (Acting)
- Division 2
- Division 3

2. Adoption of the minutes of the Special Meeting of April 13, 1989, and the Regular Meeting of April 26, 1989.

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CDNSENT CALENDAR

All matters listed hereunder (Items "A" through "H") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leaves

Submitting for adoption applications from three members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Frisella, David A. Warrant Officer	H40 B/C	05-21-89	1	US Marine Corps NAS Alameda, CA	Attend Active Duty Training
		06-03-89 thru 06-19-89	17	US Marine Corps Camp Grayling, MI	Attend Active Duty Training
Lauer, Richard L. Lt. Col.	H1D C/A	05-06-89 thru 05-10-89	5	CA Army Nat'l Gd. Seoul, Korea	Attend Active Duty Training
Gold, Theodore P. Lt. Col.	H2 FF	04-29-89 thru 04-30-89	2	US Air Force Res. Travis AFB, CA	Attend Active Duty Training

B) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during April, 1989.

C) Monthly Report - Management Services

Submitting monthly report from Assistant Deputy Chief, Management Services, concerning activities performed during April, 1989.

D) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - AUGUST 17, 1987

H2 Firefighter

Eileen McCrystle
Daniel Bright
Stephen Gonzales
Thomas Rey
Mary Carder

Gerald White
Rudy Castellanos
Peter Walker
Richard Cotton
Richard McGee

3. CONSENT CALENDAR

D) Permanent Appointments (Continued)

Frances Boyle
Edward Ghilardi
Thomas Bailon
Leonard Harris
Scott Keller
Anne Young
Siulagi Sala

Jerry Butler
Keith Sever
Kevin Taylor
Eli Payton
Patrick Hickey Jr.
Raymond Guzman
James Mellberg

EFFECTIVE DATE - OCTOBER 26, 1987

Carlos Hoy
Martien Verhaeg
William Davis
Oarryl Hunter
Daniel Kelly*
Joseph Barbero
Thomas Gorman
James Fewell
Victoria Hayden
Michael Campanali
Shelia Jordan

Kenneth Hoover
Gregory Zanders
Lauifi Mauga
Theodore Carter
David Chavez
Gary Falls
Dwight Newton
Alan Harvey
Gregory Stewart
Sara Coe

*effective November 2, 1987

E) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - MAY 1, 1989

1446 Secretary II

Arletta J. McGrew-Branchcomb
vice: New Position
(Consent Decree)

F) Non-Civil Service Appointment

Reporting the following NON-CIVIL SERVICE appointment:

EFFECTIVE DATE - MAY 1, 1989

1818 Management Information Specialist II

Anton Kamby, Jr.
(vice: New Position)

G) Leave of Absence

Submitting request for leave of absence with pay for Captain Gary Dale, Airport 2, for five days, May 14 through May 18, 1989, in order to attend the National Fire Protection Association Annual Meeting and Training Sessions in Washington, D.C.. Funds for this conference were approved and are included in the San Francisco International Airport's 1988-89 budget. There is no cost to the San Francisco Fire Department as he arranged for trades during his absence.

H) Temporary Appointments

Reporting having made 17 temporary appointments April 15 through April 28, 1989.

Commissioner Quinn moved and Commissioner Bretz seconded. There were no questions or discussion and Items "A" through "H" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

Reported having made 17 temporary appointments during Payroll Period April 15 through April 28, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Kenney, Arthur	H40	H50	11	15,16,18,19,22,23,23,24,25,26,2
Blackburn, Richard	H30	H40	2	16,17
Costella, Guido	"	"	4	17,18,27,28
DiGiovanni, Anthony	"	"	2	17,18
Fauss, Dennis	"	"	2	27,28
Miles, William	"	"	2	16,17
Pell, John	"	"	2	24,25
Allen, Richard	H2	H20	10	17,18,19,20,21,24,25,26,27,28
Fuhrman, Paul	"	"	10	17,18,19,20,21,24,25,26,27,28
Flaherty, Stephen	H2	H10	2	17,18
McCrystle, Eileen	"	"	2	19,20
Mulkeen, William	"	"	2	21,22
Young, Anne	"	"	1	28
Rapp, Charles	H6	H22	7	18,19,20,21,24,27,28
Roberts, Leonard	H2	H4	8	17,19,20,21,24,25,26,28
Carr, Elmer	H2	H6	10	17,18,19,20,21,24,25,26,27,28
Murray, Paul	H10	"	10	17,18,19,20,21,24,25,26,27,28

A) Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

The National Maritime Museum Association
Presidio of San Francisco, Building 275
Crissey Field
San Francisco, California 94129

April 24, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On behalf of the Trustees of the National Maritime Association and the men and women who work with the USS Pampanito, I would like to thank the Fire Department for allowing the fireboat to accompany our move from Oakland to Fisherman's Wharf.

The fireboat's spray called attention to the submarine and helped make the return to our home berth a festive one. I hope you saw the coverage on KRON and KGO.

We appreciate the department's short notice response to ur request for assistance. Thank you for your support.

Sincerely,

/s/ KATHY LOHAN

* * * * *

The Olympic Club
524 Post Street
San Francisco, California 94102

March 28, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Last Wednesday, March 22, 1989, at approximately 6:45 p.m., one of our members suffered a heart attack.

A call to 911 brought an immediate response by Engine 3, which was manned by Lieutenant Anthony Simi, Firefighters James Lee, Larry Murray and Richard Pogre. Please convey our thanks to them for their prompt assistance.

Congratulations to you for having such an efficient staff. I know you must be very proud of each and every one.

Thanks again for all your assistance.

Best regards,

/s/ WILLIAM A. HALL
General Manager

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

City of Sacramento
Department of Fire
1231 I Street, Suite 401
Sacramento, California 95814-297g

April 21, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On behalf of the "Bombero 89" Committee we would like to thank you and your department for your help in making our program such a success. As coordinator for the San Francisco day activities I would like to extend my personal thanks to you and especially Lieutenant Paul Fuhrman, for whom without his help I could not have carried out this endeavor. I would also like to extend my thanks to the crew at Station 35 for the great tour and demonstration.

The lunch and entertainment provided by Local 798 was a big hit with all of us. You could not have picked a more beautiful location in which to feed our group. Again, a big thank you to you and your department. If in the future I can be of help to you, please do not hesitate to ask.

Sincerely,

/s/ DENNIS POWELL, Batt. Chief
Director of Training

* * * * *
City and County of San Francisco
Office of Emergency Services
San Francisco, California 94102

April 25, 1989

Chief Frederick F. Postel
San Francisco Fire Department

Dear Fred:

I am pleased to inform you that the 1989 San Francisco Earthquake Awareness Weeks activities, conducted during the period April 10 through April 21, were very successful. The success of these activities can be largely attributed to the support and assistance we received from many organizations in both the public and private sectors.

Many of your officers and firefighters participated in and supported numerous activities and events during the two-week period. These personnel worked closely with other city employees and contributed significantly to the overall success of the earthquake awareness activities.

I would like to extend my sincere appreciation for the support and assistance received from you and the Department during the 1989 San Francisco Earthquake Awareness Weeks Program. Specifically, I would like to commend Battalion Chiefs Greg Abell, Jack Hickey, David McCarroll and George Vouchilas for their helpful assistance in coordinating and managing activities and events involving the San Francisco Fire Department.

We look forward to continuing our on-going relationship within the Department as we work toward realizing our earthquake preparedness goals.

Yours very truly,

/s/ THOMAS H. JENKIN, Director

* * * * *

A) Letters of Commendation (Continued)

City and County of San Francisco
Juvenile Court
375 Woodside Avenue
San Francisco, California 94127

March 27, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I want to take this opportunity to commend you on the fine work of your Community Relations Department. In particular, I would like to thank you for having the savvy to maintain in your employ the like of Lieutenant Rod Bennett, your Community Relations Coordinator.

In my work, I have occasion to solicit speakers from the private and public sectors of our community to give presentations to our youthful charges. Earlier this month, Lieutenant Bennett came to speak to a group of youngsters here at the Youth Guidance Center, patiently explaining the career opportunities within the San Francisco Fire Department. His perceptive understanding of this population of youth obviously lent itself to a most thorough explanation of how your Department works to save lives and put out fires.

Lieutenant Bennett's expertise as a firefighter and as a communicator clearly marks him as an excellent example of one who these kids can look up to as a positive role-model.

Again, my gratitude, sir, for a job well done!

Respectfully,

/s/ STEFAND HILLMAN
Employment & Training Specialist

* * * * *

February 12, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

We would like you to know how we appreciated 911 on Thursday, February 9, 1989, when an older man living at 288 Chattanoooga Street had a heart attack. He is at Kaiser now.

The response from the Fire Department and the Paramedics was overwhelming and all the staff members should be thanked for their caring and kindness.

We certainly are proud and thankful for being citizens of San Francisco.

Thank you and please let the members who are involved know.

Sincerely,

/s/ KATE ROSEN
288 Chattanoooga Street
San Francisco, CA 94114

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for April, 1989.

- a. There are 219 unfilled positions in the uniformed forces:
209 are vacant and 10 represent retirees receiving their accumulated sick pay.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	March	April
Vacation : Annual	21.35	20.45
IOV	6.13	5.06
F/H	3.61	1.77
Compensatory Time	2.06	1.68
Sick Leave	14.35	14.16
Disability	20.19	19.13
Military Leave	.19	.13
Other (LO/CTR)	4.93	4.84
Total	72.81	67.22

- c. The following W.O.O.'s were awarded during the month of April:
- 6 - H50 Assistant Chiefs, for 24 hours
 - 29 - H40 Battalion Chiefs, for 24 hours
 - 40 - H30 Captains , for 24 hours
 - 135 - H20 Lieutenants , for 24 hours
 - 54 - H10 Chief's Aides , for 24 hours
 - 1309 - H2 Firefighters , for 24 hours
- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:
- 131 - Triple Combination Pumps
 - 13 - Aerial Ladder Trucks
 - 9 - Miscellaneous Vehicles
- ii) The following apparatus were out of service and under repair at Central Shops:
- 9 - Triple Combination Pumps
 - 2 - Aerial Ladder Trucks
 - 3 - Miscellaneous Vehicles
- iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:
- 0 - Triple Combination Pumper
 - 1 - Aerial Ladder Truck
 - 0 - Miscellaneous Vehicle
- iv) The following apparatus were available for relief purposes:
- 2 - Triple Combination Pumps
 - 0 - Aerial Ladder Truck
 - 2 - Aerials as city service trucks (no aerial)
- v) All in-service pumps or relief pumps were able to draft.
- Respectfully submitted,
/s/ FREDERICK P. POSTEL
Chief of Department
- Commissioner Bretz moved and Commissioner Berman seconded.

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

Commissioner Quinn asked Acting Chief Medina if the Municipal Court has established the fines for code infractions. Assistant Chief Medina indicated that the fines have not yet been established. He did, however, distribute a report detailing the revenue generated in March. Until this information is placed in the computer he will calculate the information manually and present it to the Commission. Commissioner Quinn asked if the repairs have been started on Old Station 21. Deputy Chief Boscacci indicated that as of yesterday no one has begun to make the plumbing repairs. Commissioner Quinn suggested that the Department keep on top of this and make sure that the Department of Public Works begins this project quickly.

There were no further questions or discussion and the monthly report of Chief of Department was adopted.

C) Probationary Appointments

Reported the following PROBATIONARY appointments:

EFFECTIVE DATE - APRIL 25, 1989

H30 Captain

James A. Sullivan
(vice: Frank Carrozzi,
apptd. TCS H40 Batt. Chief)

John Tizio
(vice: John Pender,
apptd. H40 Batt. Chief)

Phillip R. Kavanaugh
(vice: John Harris
apptd. NCS H40 Batt. Chief)

Edward N. Gee
(vice: William Hennessey,
apptd. TCS H40 Batt. Chief)

Commissioner Bretz moved and Commissioner Quinn seconded.

There were no questions or discussion and the report of probationary appointments was adopted on recommendation of Acting Chief of Department.

Acting Chief Farrell invited Captains James Sullivan, John Tizio, Phillip Kavanaugh and Edward Gee to step forward. Acting Chief Farrell briefly summarized the assignments held by each officer during his service with the Department. Acting Chief Farrell administered the oath of office and Deputy Chief Boscacci pinned on the badge of office. Each officer was congratulated by members of the Commission.

At President Jefferson's request, Captain Tizio introduced his wife, two daughters and son; Captain Sullivan his mother, friend and son; Captain Gee his wife, daughter and son; and Captain Kavanaugh his wife, two daughters, mother, father, mother-in-law and sister.

4. REGULAR CALENDAR - NEW BUSINESS

0) Status of EEO Complaints

Report from Assistant Deputy Chief Frank Scales on status of EEO Complaints.

Assistant Deputy Chief Scales reported that during the month of April there were no EEO complaints filed by members of the uniformed force. However, there was one complaint filed by a stationary engineer. President Jefferson asked how the civilian complaints are handled. Deputy Chief Scales indicated that the Department must investigate all complaints, whether filed by uniformed or miscellaneous employees.

Commissioner Quinn inquired as to the authority for utilizing the EEO procedure for non-uniformed employees. It was his understanding that the EEO complaints procedure was set up pursuant to the Consent Decree which only applies to the uniformed employees. Secretary Connors commented that the complaint procedure is the same in both uniformed and miscellaneous up to the level of the appointing officer. The difference between the uniformed and miscellaneous is that uniformed complaints are appealed to the Fire Commission whereas miscellaneous complaints are appealed to the Civil Service Commission.

E) Public Comment

No comments were made by the public.

SUPPLEMENTAL CALENDAR

Commissioner Bretz moved, seconded by Commissioner Quinn, that the Supplemental Calendar be heard as the need to take action arose subsequent to the agenda being posted as specified in Section 54954.2(b)(2) of the Government Code (Brown Act). The motion passed 4-0.

F) Request for Supplemental Appropriation

Submitted request for supplemental appropriation in the amount of \$175,000 to pay test experts to develop job analyses and examinations for the H30 Captain and H40 Battalion Chief positions.

Commissioner Berman moved and Commissioner Quinn seconded.

Commissioner Berman made the observation that this request for \$175,000 does not involve a new cost to the Department this year as a like amount of funds have already been approved in next year's budget. Therefore, if this supplemental appropriation is adopted now, the 1989-90 funds will be deleted.

President Jefferson asked how the funding level was established for these two contracts. Secretary Connors replied that Mr. Alan Wong, Supervisor of the Examination Unit, prepared the budget for these two exams based on past experience, the possible number of candidates for each exam, and the probable examination events.

SUPPLEMENTAL CALENDAR

F) Request for Supplemental Appropriation (Continued)

President Jefferson noted that the Commission tonight is not selecting a contractor but merely adopting a supplemental appropriation to fund the examination. At the next Fire Commission meeting of May 23, 1989, it is anticipated that a contract for these two exams will be submitted to the Commission for its review and adoption. He noted that it was his understanding that in the interim the Commission would be provided with copies of the resumes and proposals from those firms who have responded to Requests for Proposals for these two exams. Secretary Connors indicated that the material would be delivered to the Commission later on this week.

There were no further questions or discussion and the request for supplemental appropriation was adopted on recommendation of Acting Chief of Department.

G) Meritorious Awards

Submitted for adoption recommendations of Merit Advisory Board and Chief of Department for meritorious actions performed by Officers and Members of the Department, from November 1987 through July 1988.

<u>Recipient</u>	<u>Rank/Company</u>	<u>Date</u>	<u>Award</u>
a. <u>Uniformed Members</u>			
Theodore J. Corporandy	FF Truck 5	11-21-87	Class "C"
Gary S. Leal	LT Rescue 1	07-D8-87	Class "C"
John S. Cercos	FF Rescue 1	07-D8-87	Class "C"
Michael J. Creedon (#1)	FF Engine 24	12-26-87	Class "C"
Thomas J. Collins	FF Engine 24	12-26-87	Class "C"
Christopher A. Diaz	FF Truck 2	12-26-87	Class "C"
Ruben A. Moten	FF Engine 39	12-26-87	Class "C"
Milton J. Panagotacos	FF Engine 2	12-26-87	Class "C"
John H. Reed	FF Truck 16	12-26-87	Class "C"
Dominic M. Spinetta	CAPT Engine 35	12-26-87	Class "8"
James D. Isola	FF Engine 35	12-26-87	Class "8"
Ronald L. Parker	FF Engine 14	12-26-87	Class "8"
Stephen C. Christensen	FF Truck 9	12-27-87	Class "C"
Frank T. Blackburn	A/C Division 1	12-21-87	Ltr. of Com.
Kenneth S. Lundie	FF Airport 3	01-31-88	Ltr. of Com.
Joseph E. Sorensen	FF Engine 33	D3-D1-88	Class "C"
Austin M. Dito	FF Engine 39	03-D1-88	Class "C"

G) Meritorious Awards (Continued)

Michael J. Morris	CAPT	Engine 17	03-20-88	Unit Citation*
Donald M. Figini	FF	Engine 17	03-20-88	Unit Citation
Curtis L. Givens	FF	Engine 17	03-20-88	Unit Citation
William G. Landivar	FF	Engine 17	03-20-88	Unit Citation
Bernard G. LaGrave	LT	Truck 17	03-20-88	Unit Citation
John P. Clare	FF	Truck 17	03-20-88	Unit Citation
Robert M. Dickson	FF	Truck 17	03-20-88	Unit Citation
William I. Hystad	FF	Truck 17	03-20-88	Unit Citation
Edward A. Liggins, Jr.	FF	Truck 17	03-20-88	Unit Citation
Terry B. Walling	FF	Truck 17	03-20-88	Unit Citation
Frank B. Iavarone	FF	Truck 7	03-07-88	Ltr. of Com.
Paul J. Davis	LT	Rescue 1	03-25-88	Ltr. of Com.
Daniel M. O'Donnell	FF	Rescue 1	03-25-88	Ltr. of Com.
Edward H. O'Donnell, Jr.	FF	Rescue 1	03-25-88	Ltr. of Com.
Anthony P. Soule	FF	Rescue 1	03-25-88	Ltr. of Com.
Timothy J. Miles	CAPT	Truck 7	04-06-88	Unit Citation*
James M. Ahern	FF	Truck 7	04-06-88	Unit Citation
Dennis P. Balich	FF	Truck 7	04-06-88	Unit Citation
Mark E. Kane	FF	Truck 7	04-06-88	Unit Citation
Frank G. Martin	FF	Truck 7	04-06-88	Unit Citation
Martin J. McGuinn	FF	Truck 7	04-06-88	Unit Citation
Dennis J. Petty	FF	Engine 19	04-07-88	Class "B"
John G. Beckerley	FF	Engine 41	04-07-88	Class "C"
Robert G. Blackburn	LT	Engine 33	04-03-88	Ltr. of Com.
Michael P. Cuddy	FF	Engine 33	04-03-88	Ltr. of Com.
Clydelho Frommoethelydo	FF	Engine 33	04-03-88	Ltr. of Com.
Ronald C. Pruyn	FF	Engine 33	04-03-88	Ltr. of Com.
William E. Ourkin	FF	Truck 8	04-03-88	Ltr. of Com.
Harry Paretchan	LT	Engine 28	05-20-88	Ltr. of Com.
Frank Morino	FF	Truck 7	05-20-88	Ltr. of Com.
Dennis M. Owen	FF	Engine 9	05-20-88	Ltr. of Com.
Edward J. Parrott	FF	Truck 9	05-20-88	Ltr. of Com.
Patrick W. Buddington	FF	Truck 1	05-29-88	Class "A"
Stephen F. Parrott	FF	Truck 1	05-29-88	Class "C"
Larry M. Henry	LT	Truck 2	05-29-88	Unit Citation*
John P. Conway	FF	Truck 2	05-29-88	Unit Citation
Christopher A. Diaz	FF	Truck 2	05-29-88	Unit Citation
John P. Guiral	FF	Truck 2	05-29-88	Unit Citation
George R. Haney	FF	Truck 2	05-29-88	Unit Citation
Milton J. Panagotacos	FF	Truck 2	05-29-88	Unit Citation
Frank Cercos, III	LT	Truck 13	07-01-88	Class "B"
Gary S. Barisone	FF	Truck 11	07-01-88	Class "B"
Frank Cercos, III	LT	Truck 13	07-01-88	Unit Citation*
Gary S. Barisone	FF	Truck 11	07-01-88	Unit Citation
Richard W. Brown	FF	Truck 11	07-01-88	Unit Citation
Darryl Dair	FF	Truck 11	07-01-88	Unit Citation
Roland D. Lee	FF	Truck 11	07-01-88	Unit Citation
Kenneth H. Owen	FF	Truck 11	07-01-88	Unit Citation

SUPPLEMENTAL CALENDAR

G) Meritorious Awards (Continued)

John S. Peoples	CAPT	Truck 15	07-06-88	Ltr. of Com.
Gerald O. Ard	FF	Truck 15	07-06-88	Ltr. of Com.
Joseph R. Carlomagno	FF	Truck 15	07-06-88	Ltr. of Com.
Joseph B. Frank	FF	Truck 15	07-06-88	Ltr. of Com.
Melvin Pitre	FF	Truck 15	07-06-88	Ltr. of Com.
Keith L. Sever	FF	Truck 15	07-06-88	Ltr. of Com.
Richard J. Seyler	CAPT	Engine 35	07-30-88	Unit Citation*
Edward J. Arce	FF	Engine 35	07-30-88	Unit Citation
John J. Barden	FF	Engine 35	07-30-88	Unit Citation
William A. Jordan	FF	Engine 35	07-30-88	Unit Citation
Thomas J. Murphy	LT	Fireboat 1	07-30-88	Unit Citation
Kevin J. Oevine	Pilot	Fireboat 1	07-30-88	Unit Citation
Oennis J. Kennedy	Engr.	Fireboat 1	07-30-88	Unit Citation

*One Unit Citation (plaque) listing names of participants.

Commissioner Quinn moved and Commissioner Berman seconded.

Commissioner Quinn inquired as to the difference among the A, B, and C Awards. Acting Chief Farrell asked Acting Assistant Chief Arthur Kenney, Chairman of the Merit Advisory Board, to respond to Commissioner Quinn's question. Acting Assistant Chief Kenney indicated that the distinction among the awards is the degree of personal risk incurred by the firefighter in performing the heroic act. The specific language which describes the difference in great detail is set forth in Section 360g of the Rules and Regulations.

Commissioner Berman asked if there were any plans for a public presentation of these awards. Acting Chief Farrell indicated that it was his understanding that at the next meeting of the Fire Commission another list of awards will be presented covering the period August 1988 through early 1989. Subsequent to that meeting, a public awards ceremony will be conducted, hopefully in the next few months.

There were no further questions or discussion and the meritorious awards were adopted on recommendation of Merit Advisory Board and Acting Chief of Department.

There being no further business to come before the Commission, the meeting was adjourned at 1850 hours.

Raymond G. Connors
Secretary

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6/23/89

No. 89-16

-SF

DOCUMENTS DEPT.

JDURNAL OF PROCEEDINGS

JUN 13 1989

SAN FRANCISCO
PUBLIC LIBRARY

FIRE COMMISSION

Regular Meeting - Tuesday - May 23, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Commissioner Henry E. 8erman
Commissioner Sharon L. 8retz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons.

Frederick F. Postel
Michael T. Farrell
John F. 8oscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

James R. Lynch
Gary L. Musante

- Support Services
- Training

Chief Officers - Firefighting Service:

Howard L. Slater
Harry F. Brophy
David F. McCarroll

- Division 1
- Division 2
- Division 3 (Acting)

2. Adoption of the minutes of the Regular Meeting of May 9, 1989.

Commissioner 8erman moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "G") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Donnelly, Mark S. MSGT	H20 LT	06-01-89 thru 06-12-89	12	US Air Force Res. RAF Sculthorpe United Kingdom	Attend Active Outy Training
James, General A. MSGT	6281 FSI-II	05-30-89 thru 06-09-89	11	US Air Force Res. RAF Sculthorpe United Kingdom	Attend Active Outy Training

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during April, 1989.

C) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - MAY 1, 1989

H2 Firefighter

Henry Tam
(vice: Albert L. Gervasio,
retired)

Steven L. Miller
(vice: John W. Rubin,
retired dis.)

Philip T. Stevens
(vice: Eugene Allen,
retired)

Anesto R. Estrella
(vice: Jerry Mahoney,
retired dis.)

Patrick K. Mullaney
(vice: Robert Callaghan,
retired)

Brett F. Evart
(vice: Peter Henson,
retired)

William R. McFarland
(vice: Jerome Pittman,
retired dis.)

Ramon Barreto, Jr.
(vice: Ekepati Panama,
resigned))

Matthew J. McNaughton
(vice: Donald J. Mindham,
retired)

Kevin M. Burke
(vice: Jeffrey Farber,
(retired dis.)

3. CONSENT CALENDAR

C) Probationary Appointments (Continued)

Charles G. Farrugia
(vice: Joseph Polich,
retired)

Derek B. O'Leary
(vice: Elmer Hauser,
retired)

Felix T. Duag, III
(vice: Raymond Collins,
retired dis.)

Patrick E. Murphy
(vice: Donald Alber,
retired)

William E. Linney
(vice: Ronald Restivo,
retired dis.)

John Cheung
(vice: Andrew Roth,
retired dis.)

Barry D. Wong
(vice: Emmett Roebeling,
retired)

Winona M. Jones
(vice: Gilbert Schmitz,
retired)

Curtis Young
(vice: Michael Winslow,
retired dis.)

Arnie Lee
(vice: Aidan Shea,
retired)

Kristen A. Lopez
(vice: Jerrold Jacobberger,
retired)

David W. Lee
(vice: Daniel Banks,
retired)

Michael R. Bryant
(vice: Douglas Richmond,
terminated)

Melchor-Jorge B. Picardal
(vice: Gilbert Schoenstein,
retired dis.)

Angela T. Freeman
(vice: Michael Lawler,
resigned)

Donald R. Durkee, Jr.
(vice: Rudolph Ryan,
retired)

Edward A. Roland
(vice: Pierre Loustalet,
retired)

Lynnette D. Dreyer
(vice: Robert Stephenson,
retired)

Elyse R. Duckett
(vice: John Golden,
retired)

Nikki P. Griffey
(vice: Dominic Cannuli,
retired)

D) Resignation

Submitting resignation of 6281 Fire Safety
Inspector I Barry D. Wong, Bureau of Fire
Prevention, effective close of business April 30,
1989.
(Resigned in order to accept permanent
H2 Firefighter position.
Approximate length of service - 5 years.)

3. CONSENT CALENDAR

E) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Battalion Chief Gary Torres, Communications Center, for three days, June 1 through June 3, 1989, in order to attend the 1989 NFIC/NFIRS Annual Training Conference of the National Fire Information Council in New Orleans, Louisiana. There is no travel cost to the City and no overtime cost as he is not replaced.

Frank Scales, Assistant Deputy Chief, Management Services, and Victoria Macklin, Manager of Human Resources, for four days, June 4 through June 7, 1989, in order to attend the American Association for Affirmative Action, 15th Annual Conference in New Orleans, Louisiana. The estimated cost is \$1,990 (registration fee \$790, rooms for three nights \$564, transportation \$638), and is included in the 1988-89 budget.

F) Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, February 4 through February 17, 1989, and February 18 through March 3, 1989.

G) Temporary Appointments

Reporting having made 21 temporary appointments April 29 through May 12, 1989.

Commissioner Bretz moved and Commissioner Quinn seconded. "G" There were no questions or discussion and Items "A" through "G" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

Reported having made 21 temporary appointments during Payroll Period April 29 through May 12, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Condon, Richard	H40	H50	6	3,4,7,8,10,11
Kenney, Arthur	"	"	11	29,30,1,2,3,4,5,7,8,10,11
Dee, Lynwood	H30	H40	5	6,7,9,10,12
Ference, William	"	"	2	10,11
Norton, John	"	"	9	29,30,2,3,5,6,9,10,12
Velasquez, Thomas	H20	H30	2	10,11
Allen, Richard	H2	H20	10	1,2,3,4,5,8,9,10,11,12
Fuhrman, Paul	"	"	10	1,2,3,4,5,8,9,10,11,12
Cunnie, Michael	H2	H10	2	4,5
Flaherty, Stephen	"	"	4	8,9,11,12
Molinari, Raymond	"	"	2	4,5
Mulkeen, William	"	"	4	4,5,11,12
Young, Anne	"	"	1	29
Quinn, Wallace	"	"	2	6,7
Sutherland, William	"	"	2	6,7
Kucich, Richard	H6	H24	5	8,9,10,11,12
Carr, Elmer	H2	H6	10	1,2,3,4,5,8,9,10,11,12
Murray, Paul	"	"	8	1,2,3,4,5,8,11,12
Meltzer, Gary	H24	H32	4	8,9,10,11
Rapp, Charles	H6	H22	8	1,2,3,5,8,9,10,11
Roberts, Leonard	H2	H4	4	1,2,3,4

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

March 22, 1989

Hon. Art Agnos
Mayor of San Francisco
Room 200, City Hall
San Francisco, CA 94102

Dear Mayor Agnos:

I do not know how to start this letter - it is about our wonderful Fire Department. On March 18, I locked myself out of my home. It was raining very hard and I was soaked; I did not know where to turn, then I thought of the our Fire Department and the men who came to my aid when my husband died of a heart attack a few months ago. I walked down to Station 42 on San Bruno Avenue to see Captain Jones and his men. They were very kind to me and took time out to drive me home and climbed up and opened a window to get me in the house. They are always there when you need them. I cannot say enough good things for our Fire Department as they are the best in the world. I am almost 69 years old and all my neighbors and I would not know what to do without our firemen as they have been very kind to us. They are there when we have trouble of any kind. God bless them.

Sincerely,

/s/ SALLY KASTL
618 Burrows Street
San Francisco, CA 94134

* * * * *

April 18, 1989

Hon. Art Agnos
Mayor of San Francisco
Room 200, City Hall
San Francisco, CA 94102

Dear Mayor Agnos:

Just a word of praise for the Fire Department and two wonderful paramedics from Ambulance 503.

Their quick action saved the life of my husband who was having a heart attack. Please do not cut back on those programs. These men are true angels of mercy.

Sincerely,

/s/ ALICE R. FAHEY
2125 Ortega Street
San Francisco, CA 94122

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

San Francisco Unified School District
Filipino Education Center
824 Harrison Street
San Francisco, California 94107

March 15, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Enclosed are photographs taken by parents of our school children on Friday, December 16, 1988, when Santa Claus (Captain Frank Trainor, Station 20) and his three firefighters visited our school to distribute the Christmas toys and educational games donated by the First Battalion, 14th Marines of Treasure Island.

Thanks again for allowing them to come in their fire truck. They really brought joy to everyone especially our newly arrived immigrant children who experienced Christmas in our country for the first time. We look forward for a similar visit by Captain Trainor and his firefighters this coming Christmas.

More power to you and to the San Francisco Fire Department.

Sincerely yours,

/s/ PILAR C. MDNCADA

* * * * *

R. C. AMDRE REALTDRS
1958 Union Street
San Francisco, California 94123

April 13, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On March 15, 1989, one of your employees by the name of Steve was repairing a high-pressure fire hydrant at Union and Buchanan Streets. Although he was covered with mud and standing chest high in a hole in the street, he took time to say hello as I was watching him work. He was courteous and explained briefly about the shut-off valve he was repairing.

I did not realize that during this drought the Fire Department was doing its part by using salt water from the Bay in these hydrants. Steve was informative and answered my questions in layman's terms to help me understand what was actually taking place.

I am both a resident and businessman in this section of the City and it was a pleasure to meet a City employee as nice as this man. This letter is just to let you know about this concerned employee of yours. I am sure you get many letters about the regular firefighters for the wonderful duties they perform and now here is one for your files on your other employees as well.

Sincerely,

/s/ R. C. AMORE

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Dkanta Leonard & Associates
306 - 28th Avenue
San Francisco, California 94121

May 10, 1989

Hon. President & Members
of the Fire Commission
26D Golden Gate Avenue
San Francisco, CA 94102

Dear Commissioners:

I would like to congratulate all the permanent H2 appointees mentioned in the Calendar for the May 9 meeting.

It would be nice if there were some way of recognizing the dedication and perseverance these people manifested in order to make it through training and probation to permanent status formally so that the public can share in the Department's pride.

In particular, a special congratulations to the few people whom I have seen in action or had some personal exchange with during recruiting:

Eileen McCrystle	Carlos Hoy
Mary Carder	Martien Verhaeg
Rudolph Castellanos	Victoria Hayden
Peter Walker	Shelia Jordan
Frances Boyle	Gregory Stewart
Thomas Bailon	Sara Coe
Eli Payton	Anne Young

With all best wishes,

/s/ OKANTA LEDNARD

* * * * *

April 4, 1989

Chief Frederick F. Postel
San Francisco Fire Department
26D Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Thank you.

Because of your dedication, training, courage and efficiency, there were no fatalities and no losses at 476 Turk Street last night.

We are deeply indebted to you.

Sincerely,

/s/ W. M. Johnson
467 Turk Street, #413
San Francisco, CA 94102

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Commissioner Quinn wanted the record to reflect that the Fire Commission does not wish to give the impression that these letters of commendation are treated perfunctorily; that each Commissioner reads these letters very thoroughly and finds many of them to be remarkable in their praise for the fire suppression and EMS services rendered by the officers and firefighters of the San Francisco Fire Department.

B) City Attorney

Communication received from Gary B. Shweid, Chief, Investigations Unit, dated May 10, 1989, submitting for Fire Commission's adoption Board of Supervisors' Resolution authorizing settlement of the following claim:

JENNIFER STAATS, in the amount of \$7,744.11.
Claim arises out of automobile damage and
personal injuries occurring on December 24,
1988, at Bush and Baker Streets, S.F., CA.
(Acc : 93-88; ALF, Engine 10;
Off : Lt. John Murphy;
Drv : FF William Koenig)

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the proposed Resolution authorizing settlement of above claim was adopted on the opinion of City Attorney's Office and recommendation of Chief of Department.

C) Meritorious Awards

Presenting Certificates of Merit and "Heroism and Community Service Award" to the following individuals:

i) Certificates of Merit

a)	Mark Hogsett (not in attendance)	12-26-1988
	William Leveau	12-26-1988

Chief Postel asked Mr. Leveau to step forward. Before reading the paragraph describing Mr. Leveau's action, Chief Postel on behalf of all the citizens of San Francisco, the Fire Commission, and the entire Fire Department, praised Mr. Leveau for his heroic action on December 26, 1988, at a set of flats in the 500 block of 29th Avenue.

Chief Postel then read the description of Mr. Leveau's action:

"Mr. Leveau, who lives on Geary Boulevard at the rear of the fire building, was notified by his wife that their neighbor's house was on fire. He immediately ran down the rear stairway, scaled two fences and arrived in the backyard of the fire building. Two persons had already jumped from the upstairs flat, one of whom was seriously injured in the

4. REGULAR CALENDAR - NEW BUSINESS

C) Meritorious Awards (Continued)

"fall. A young man was poised at the second floor window, ready to jump as thick, black smoke engulfed him. Mr. Leveau positioned himself to catch the boy, then told him to jump. When he did, Mr. Leveau courageously held his ground and broke the boy's fall on his own arm and shoulder. Mr. Leveau checked the young boy for injuries and carried him out to the front of the house where he was turned over to paramedics. Mr. Leveau then notified firefighters that two men were injured at the rear of the fire building.

"Mr. Leveau's quick response to the fire building, coupled with his courageous effort to catch the young man, prevented serious injuries, and possibly saved the young man's life."

Chief Postel presented the Certificate of Merit to Mr. Leveau and introduced him to members of the Fire Commission. Mr. Leveau introduced his wife Eleanor, his son Scott, and friend Valerie from Great Britain.

b) Silver Warner (not in attendance) 12-30-1988

ii) Heroism and Community Service Award

Firefighter Patrick Buddington, Truck 1 05-29-1988
(Firehouse Magazine's "Heroism
and Community Service Award,"
medal, and \$100 cash award)

Chief Postel read the following citation describing
Firefighter Buddington's action:

"The fire was located on the sixth floor of an apartment house. Upon arrival, Truck 1 immediately proceeded to place the aerial ladder in operation. A man was perched on the window sill of the sixth floor threatening to jump because of the extreme heat and smoke conditions. As Truck One's aerial proceeded to extend towards the trapped man, Tillerman Patrick Buddington was climbing the ladder as fast as it was rising. As he reached the top of the ladder near the sixth floor the ladder's hydraulic system suddenly gave out, the dropping the aerial approximately 10 feet and placing the hand rails horizontal with the street. Firefighter Buddington luckily was not thrown from the ladder and the aerial operator brought it back to its normal position. Instead of backing down the malfunctioning ladder, Firefighter Buddington requested that the operator raise it again to the trapped man. Firefighter Buddington then climbed to the top of the ladder which extended approximately three feet short of the window sill. He reached out and grabbed the trapped man and brought him onto the aerial where both descended safely to the street level.

"At this point, the citizens standing across the street gave a round of applause to Firefighter Buddington and the trapped man as both started down the ladder. A veteran fire officer was heard to state "it was the most dramatic chain of events that he had witnessed in his 30 years in the Department."

4. REGULAR CALENDAR - NEW BUSINESS

C) Meritorious Awards (Continued)

Chief Postel commented that Firefighter Buddington's action exemplifies the performance of all firefighters, and on behalf of the Fire Department he congratulated him for a job well done.

Firefighter Buddington thanked the officers with whom he worked at Station 1 for taking the time to write up the necessary reports which have led to tonight's ceremony. He thanked Captain Michael Sullivan, Lieutenants James Lyons and Paul Davis. He noted that they have spent countless hours typing the reports.

D) Earthquake and Safety Program for City-owned Buildings

Submitted Resolution No. 576 urging the Fire Commission to support and endorse the \$59.7 million earthquake and safety program bond issue to be placed before the electorate in November 1989. Presentation will be made by Frank Lew, Manager, Special Projects Unit, Department of Public Works.

Commissioner Bretz moved and Commissioner Berman seconded.

In Mr. Lew's absence, Assistant Chief James Lynch made a brief presentation concerning this proposed bond issue. He noted that the \$59.7 million bond issue allocates \$31.5 million for work on Fire Department facilities, including 14 fire stations and 5 other buildings. The four aspects of the work involve earthquake strengthening, asbestos abatement, repair work, and access for the disabled.

Commissioner Berman urged Assistant Chief Lynch to work closely with the Department of Public Works to see that the necessary planning and organization is done to make sure that this is a successful campaign for the passage of this very important bond issue. Commissioner Bretz inquired whose responsibility it is to see that the projects are completed. Assistant Chief Lynch indicated that this is a Department of Public Works' bond issue; the primary responsibility would be theirs.

Assistant Chief Lynch noted that the plumbing repairs have been made to old Station 21.

There were no further questions or discussion and Resolution No. 576 was adopted on recommendation of Chief of Department.

E) Personal Services Contract

Submitted for review and adoption a proposed personal services contract in the amount of \$175,000 from CORE Corporation (Drs. Sheldon Zedeck and James Outtz) for the H30 Captain and H40 Battalion Chief examinations.

Commissioner Quinn moved and Commissioner Bretz seconded.

4. REGULAR CALENDAR - NEW BUSINESS

E) Personal Services Contract (Continued)

President Jefferson noted that each Commissioner has received a copy of the proposed tasks and timelines for these two examinations and noted that some minor changes would be made; such as, there would be no start-up payment made to the contractor, there would be some costs that would be borne by the City that would not be included in the contract, such as role players, airfare and lodging for raters, and reproduction costs. This is a fixed price contract paid on the basis of percentage of completion against the task.

There were no further questions or discussion and the proposed personal services contract was adopted on recommendation of Chief of Department.

F) Computer Assisted Dispatch System

Presentation from Systemhouse, Inc., concerning the Request for Information (RFI) for the Fire Department's Computer Assisted Dispatch System.

Assistant Chief Howard Slater, Battalion Gary Torres and Mr. Ken Daly, Manager, Systemhouse, Inc., participated in the following discussion concerning the Computer Assisted Dispatch (CAD) System. Assistant Chief Slater indicated that the purpose of tonight's presentation is to provide the Commission with an overview of what the Department and Systemhouse have done in obtaining a RFI and RFP (Request for Proposal) for a new CAD system.

Mr. Daly indicated that Systemhouse is a systems integration firm that has been in the computer business for 14 years. The company sells no product. They have worked with federal and county governments and there are 18 offices throughout North America and Europe. In California, there are three offices. They have been awarded a contract with the City of Los Angeles Fire Department for a CAD system. He is assigned to the San Francisco office. Mr. Daly noted that Systemhouse originally was asked to prepare a RFP. At the end of the hours allotted in the contract, Systemhouse had prepared a 42-page document demonstrating the requirements and needs for a new system, at which time the hours set forth in the contract ran out and the RFP was not completed. As part of that contract, Systemhouse did prepare a RFI which has been reduced to seven pages and submitted tonight to the Commission for its review and comments. President Jefferson asked how the RFI is related to the RFP. Mr. Daly indicated that the RFI is a preliminary document submitted to as many vendors as possible. This allows the Fire Department to receive information as to the type of products and systems available on the market, as well as the costs thereof. It is an investigative process that provides information both to the Fire Department and the prospective vendors. From the RFI, a requirements document is developed that leads into a request for proposal. These proposals are evaluated and lead to the selection of a vendor.

In response to a question from Commissioner Berman, Assistant Chief Slater indicated that the City's Electronic Information Services Priorities Committee (EISPC) has reviewed and approved the Department's request for a new CAD system.

Commissioner Quinn inquired if Mr. Daly had any idea as to the number of responses that the Department could expect to receive from its RFP. Mr. Daly thought that between five and ten would respond. He noted that in this field there are companies that can provide the whole system or portions of the system on a sub-contract basis.

4. REGULAR CALENDAR - NEW BUSINESS

F) Computer Assisted Dispatch System (Continued)

President Jefferson asked Mr. Daly to discuss the design/implementation process. He replied that typically the Fire Department would buy a design package from the vendor that would be changed or modified to meet the unique features of the Fire Department's operation. The package would not be customized. Hopefully, 70 percent of the design requirements should be provided in the package. President Jefferson inquired as to how long it would take to develop and install a system in San Francisco. Mr. Daly indicated it is a 12 to 18 month process.

Commissioner Quinn asked Mr. Daly if he would provide an estimate as to what the Department's CAD system would cost. Mr. Daly thought the range would be from \$2 to \$6 million.

Assistant Chief Slater noted that when the Department entered into this RFI/RFP process no one knew whether or not the current system could be repaired and/or upgraded. The Systemhouse study provided a definite answer; namely, the CAD cannot be repaired and/or upgraded. It is too old and the software is outdated.

In response to a question by Commissioner Bretz, Mr. Daly noted that most of CAD systems will handle either a police emergency or fire or emergency medical services. However, most of them handle it through separate systems, because standards and codes among these agencies differ.

Ms. Dkanta Leonard inquired if the proposed system would have an increased storage capacity. Mr. Daly replied that the question of storage capacity would either be stated in the RFP by the Department or vendors would be asked to make recommendations.

Battalion Chief Torres advised the Fire Department that storage capacity would be increased by at least five times current capacity.

G) Earthquake Awareness Week

Presentation from Thomas Jenkin, Director, Office of Emergency Services, and Battalion Chief Gregory Abell, Earthquake Coordinator.

Secretary Connors advised the Commission that this item was calendared at the request of Commissioner Bretz. Also, Mr. Jenkin at 1730 hours tonight received word that his mother suffered an accident, and was taken to the hospital. He will not be able to attend tonight's meeting.

Battalion Chief Gregory Abell began his presentation detailing fire department activities performed during Earthquake Awareness Week. He summarized fire events spanning April 6 through April 19. They were: Chief Officers Conference - reviewed City's Emergency Operation Plan and Emergency Water Supplies; Pier 30-32 exercise with Navy and PGandE; Red Cross and six Bay Area fire departments; Communication Exercise - to determine fire department's communications' capabilities with and without its repeaters. This exercise indicated that poor results occurred in quarters and there were some dead spots in the City. Earthquake Fair - primary purpose was public education; Medical/Rescue Exercise - performed at Mount Zion Hospital with participation from the Army and the San Francisco Medical Disaster Council; and Evaluation of Earthquake Procedures at Schools - each of the ten Battalions evaluated one public school.

4. REGULAR CALENDAR - NEW BUSINESS

G) Earthquake Awareness Week (Continued)

Battalion Chief Abell acknowledged the help and assistance of Battalion Chief Jack Hickey, Lieutenant Gerald Doherty and Utility Plumber Steve Van Dyke.

For the next twenty minutes members of the Commission and Battalion Chief Abell participated in a question-and-answer session covering the following topics:

... On the direct channel all areas of the City cannot be contacted with the current communication system.

... Tests are being made within each of the Battalion districts to determine ability to communicate within a Battalion. These tests have been successful.

... None of the events was video-taped during Earthquake Awareness Week.

... Post-earthquake overflight should occur within 12 hours after the earthquake.

... Neighborhood organizations to assist during earthquakes - one problem is that people lose interest with passage of time.

... Use of college students as disaster workers.

... Search and rescue - these volunteers must be adequately trained to function properly.

... Regional mutual aid - this concept must be strengthened.

... Plan should be developed to train and use City workers.

... Earth moving equipment - no plan exists to coordinate use of bulldozers, cranes, etc.

... Battalion Chief Abell expressed a wish to see monthly meetings among OES, fire department, police department, PGandE, etc. Presently, there is not enough communications among these groups.

... Battalion Chief Torres commenting about the Communications Exercise referred to by Battalion Chief Abell, noted that he tried to make it as realistic as possible. For example, he picked up a portable radio, got into the Bureau of Communications' vehicle and drove to Twin Peaks to call the fire stations. Only 40 percent of the communications were successful between his mobile radio and the fire stations. He noted that his car radio was underpowered and his portable radio was not new - both of which contributed to poor communications. This communications test will be repeated on May 28, using a new mobile radio and new portable radio. These results will be compared to the previous exercise. He plans to conduct communication tests every four months:

... Commissioner Quinn suggested that Mr. Jenkin come to the June 13 meeting, and that Battalion Chief Torres' results of the May 28 test be provided at that meeting as well. President Jefferson requested the presence of Battalion Chiefs Abell and Torres, too.

4. REGULAR CALENDAR - NEW BUSINESS

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- ... Post-earthquake overflight should occur within 12 hours after the earthquake.
- ... Neighborhood organizations to assist during earthquakes - one problem is that people lose interest with passage of time.
- ... Use of college students as disaster workers.
- ... Search and rescue - these volunteers must be adequately trained to function properly.
- ... Regional mutual aid - this concept must be strengthened.
- ... Plan should be developed to train and use City workers.
- ... Earth moving equipment - no plan exists to coordinate use of bulldozers, cranes, etc.
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- ... Battalion Chief Torres commenting about the Communications Exercise referred to by Battalion Chief Abell, noted that he tried to make it as realistic as possible. For example, he picked up a portable radio, got into the Bureau of Communications' vehicle and drove to Twin Peaks to call the fire stations. Only 40 percent of the communications were successful between his mobile radio and the fire stations. He noted that his car radio was underpowered and his portable radio was not new - both of which contributed to poor communications. This communications test will be repeated on May 28, using a new mobile radio and new portable radio. These results will be compared to the previous exercise. He plans to conduct communication tests every four months:

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4. REGULAR CALENDAR - NEW BUSINESS

G) Earthquake Awareness Week (Continued)

- ... Battalion Chief Torres informed the Fire Commission that the State of California OES has an abundance of generators, portable radios, helicopters, and communications' vans, etc. Some of these items are located in Oakland and San Mateo. Fire Department representatives will meet with the State OES to see if we can get some of this equipment.
- ... Chief Postel thanked Battalion Chief Abell for his interest and experience in this field. He has been very active in the past few years. His increased knowledge - much of it gained on his own time and expense - has been of great help to the San Francisco Fire Department. Chief Postel noted that Battalion Chief Abell intends to publish an earthquake operations plan pertaining to the San Francisco Fire Department members by July 1, 1989.

H) Retirement Certificates

Reported Awards of Honorable Service to the following members:

	<u>Type of Retirement</u>	<u>Years of Service</u>	<u>Date of Retirement</u>
Battalion Chief Robert D. Bechler	Ind. Ois.	32	Mar. 18, 1989
Battalion Chief Michael L. Goodin	Ind. Ois.	23	Feb. 05, 1989
Lieutenant Richard Richardson	Service	25	Feb. 04, 1989
Firefighter Robert F. Lamey	Ind. Dis.	14	Feb. 18, 1989

Secretary Connors informed the Commission that none of the retirees was present. President Jefferson instructed Secretary Connors to mail the retirement certificates to the retirees.

I) Public Comment

Ms. Okanta Leonard inquired as to the status of the budget. President Jefferson replied that the Mayor has not submitted the budget to the Board of Supervisors yet. It was his understanding that there was no change in the staffing proposal. She commented that it was her understanding that the Board of Supervisors could not add funds to the Mayor's budget to restore staffing levels. President Jefferson said it was his understanding that such funds would be held in reserve until issue is resolved through more negotiations.

5. CLOSED SESSION

The Fire Commission met in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

This litigation concerns the H2 Firefighter Entry Level Examination, Promotional Examinations, and related matters.

1950-2059

No action taken.

There being no further business to come before the Commission, the meeting was adjourned at 2100 hours.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

FIRE COMMISSION

Special Meeting - Tuesday - May 30, 1989 - 1800 Hours

260 Golden Gate Avenue - Room 201

ITEM
NO.

DOCUMENTS DEPT.

1. On Roll Call, the following were noted present:

President James O. Jefferson
Vice President John W. Keker
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Frederick F. Postel

- Chief of Department

JUN 13 1989

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2. Closed Session

The Fire Commission will meet in closed session pursuant to the State of California Government Code, Section 54957.6 - Labor Negotiations (Ralph M. Brown Act). The purpose of this meeting is to advise and instruct its representatives as to its position concerning labor negotiations with Firefighters Local 798.

1800-2045

The Fire Commission received a report from its representatives concerning the status of labor negotiations with the San Francisco Firefighters Association, Local 798, and provided directions to its representatives on the future course of these negotiations.

There being no further business to come before the Commission, the meeting was adjourned at 2045 hours.

Raymond G. Connors
Secretary

DOCUMENTS DEPT.

JUL 7 1989

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J O U R N A L O F P R D C E E D I N G S

F I R E C O M M I S S I D N

Regular Meeting - Tuesday June 13, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Vice President John W. Keker
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Acting Chief of Department
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
James R. Lynch
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

Howard L. Slater
Edward E. Murphy

- Division 1
- Division 2

Before the main business was taken care of, President Jefferson took this opportunity to welcome back his colleague, Vice President John Keker, who had been away in Washington, D.C.. He commended Vice President Keker for a job well done and welcomed him back to the Commission. Vice President Keker thanked President Jefferson and indicated that he had a pleasant stay in Washington, D.C., and that he is very happy to be back in San Francisco. He missed his colleagues on the Commission and his friends in the Fire Department, and he looks forward to resuming the work that has been interrupted during the past several months.

2. Adoption of the minutes of the Regular Meeting of May 23, 1989, and the Special Meeting of May 30, 1989.

Commissioner Berman moved and Commissioner Bretz seconded. There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "O") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from three members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Lavelle, David J. Sgt. Maj.	H10 C/A	06-22-89 thru 06-23-89	2	US Army Res. Presidio, SF, CA	Attend Active Duty Training
Owen, Kenneth H. Sgt. 1st Class	H2 FF	05-21-89	1	CA Army Nat'l Gd. Camp Roberts, CA	Attend Active Duty Training
		05-03-89 thru 06-25-89	23	CA Army Nat'l Gd. Camp Roberts, CA	Attend Active Duty Training
Turner, William SSG	7388 U/Plumber	05-30-89 thru 06-16-89	18	CA Army Nat'l Gd. Camp San Luis Obispo, CA	Attend Active Duty Training

B) Retirements

Communications received from Retirement Board indicating the following members have retired:

				<u>Retirement Date/Age</u>
Brajkovich, John F.	1 M	H20	Lieutenant I/Dis. (heart attack)	Mar. 04, 1989 52
Walsh, John J.	1 M	H20	Lieutenant Service	Mar. 10, 1989 56
Guerrazzi, Steven A.	1 M	H2	Firefighter I/Dis. (neck)	Jan. 14, 1989 35

(Note: Retirement Certificates will be presented at
Fire Commission meeting of July 11, 1989)

C) Monthly Report - Training

Submitting monthly report from Bureau of Training
for April and May, 1989.

D) Monthly Report - Office of Emergency Services

Submitting monthly report from Director,
Office of Emergency Services, concerning
activities performed during May, 1989.

3. CONSENT CALENDAR

E) Monthly Report - Management Services

Submitting monthly report from Assistant Deputy Chief, Management Services, concerning activities performed during May, 1989.

F) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - JUNE 9, 1989

H50 Assistant Chief

James R. Lynch

G) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - MAY 22, 1989

6281 Fire Safety Inspector II

Mary J. Boucher
(vice: Barry Wong,
apptd. H2 Firefighter)

6280 Fire Safety Inspector I

Marta M. McGovern
(vice: Mary Boucher,
apptd. 6281 FSI-II)

EFFECTIVE DATE - JUNE 5, 1989

7514 General Laborer

Sheryl A. Brennan
(vice: Wayne Howell,
dismissed)

3. CONSENT CALENDAR

H) Limited Tenure Appointments

Reporting the following LIMITED TENURE appointments:

EFFECTIVE DATE - MAY 26, 1989

H40 Battalion Chief

John J. Norton 1 M
(vice: Arthur Kenney,
apptd. H50 Asst. Chief)

EFFECTIVE DATE - JUNE 9, 1989

Lynwood R. Dee 1 M
(vice: Michael Goodin,
retired)

I) Lay-Off

Reporting lay-off of Jose Ramos, Jr.,
2708 Custodian, effective close of
business June 30, 1989.

J) Termination (probationary appointment)

Reporting termination of Ruben S. Alido,
7334 Stationary Engineer, effective close of
business May 17, 1989. Termination due to
failure to meet minimum performance standards.
(Appointed February 28, 1989.)

K) Leave of Absence

Submitting request for leave of absence with pay
for Battalion Chief Gregory Abell, for two days,
June 15 through June 16, 1989, in order to attend
a two-day workshop, Response '89 - Urban Search
and Rescue, in Ontario, California. There is no
cost to the City. The workshop is sponsored by
the California Office of Emergency Services and
all travel, lodging and meals will be paid by them.

3. CONSENT CALENDAR

L) City Attorney

Submitting communications from Deputy City Attorney Edward C. A. Johnson, City Attorney's Office, concerning settlement of the following claims:

JANIE AOAMS, in the amount of \$2,219.47.
Claim arises out of automobile damage occurring on October 26, 1988, at O'Farrell and Franklin Streets, S.F., CA.
(Acc : 84-88 (P); Truck 10;
Off : Lt. Warren Mahan;
Drv : FF William Pidge;
Tlrm: FF Stephen Sellin)

ANDREW M. WATSON, in the amount of \$2,200.00.
Claim arises out of automobile damage occurring on December 24, 1988, at Bush and Baker Streets, S.F., CA.
(Acc : 93-88 (P); ALF, Engine 10;
Off : Lt. John Murphy;
Drv : FF William Koenig)

MARIA T. DEMPSEY, in the amount of \$1,680.89.
Claim arises out of automobile damage occurring on January 6, 1989, at Randall and Baker Streets, S.F., CA.
(Acc : 01-89 (P); Truck 11;
Off : Lt. Joseph Collins;
Drv : FF William Lytle;
Tlrm: FF Dwight Newton)

JUAN M. LATINO, in the amount of \$1,035.54.
Claim arises out of automobile damage occurring on March 20, 1989, at Ocean Avenue and Delano Street, S.F., CA.
(Acc : 26-89 (P); ALF, Truck 8;
Off : Lt. LeRoy Caracter;
Drv : FF Peter Seckols;
Tlrm: FF James Favero)

M) City Attorney

Submitting communications from Ray King, Chief, Bureau of Claims, City Attorney's Office, concerning settlement of the following claims:

DANIEL L. HERMAN, in the amount of \$500.
Claim is for reward pursuant to Ord. 277-69, which allows \$500 payment for person giving information leading to the arrest and conviction of any person turning in a false alarm. Incident occurred on July 2, 1988, at Leavenworth and McAllister Streets, S.F., CA.

3. CONSENT CALENDAR

M) City Attorney (Continued)

MICHAEL P. HUDSON, in the amount of \$500. Claim is for reward pursuant to Ord. 277-69, which allows \$500 payment for person giving information leading to the arrest and conviction of any person turning in a false alarm. Incident occurred on January 26, 1989, at Golden Gate Avenue and Taylor Street, S.F., CA.

N) Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, March 4 through March 17, 1989; March 18 through March 31, 1989; April 1 through April 14, 1989; and April 15 through April 28, 1989.

O) Temporary Appointments

Reporting having made 25 temporary appointments May 13 through May 26, 1989.

Vice President Keker moved and Commissioner Bretz seconded. "0" There were no questions or discussion and Items "A" through "O" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

Reported having made 25 temporary appointments during Payroll Period May 13 through May 26, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Condon, Richard	H40	H50	4	13, 14, 24, 25
Kenney, Arthur	"	"	8	14, 15, 17, 18, 20, 21, 25
Dee, Lynwood	H30	H40	8	13, 16, 17, 19, 20, 22, 23, 26
Ference, William	"	"	8	14, 15, 17, 18, 20, 21, 25, 26
Langley, George	"	"	2	13, 14
Norton, John	"	"	9	13, 15, 16, 19, 20, 22, 23, 25, 26
O, Callaghan, Thomas	"	"	2	13, 14
Gonzalves, Kevin	H20	H30	2	22, 23
Velasquez, Thomas	"	"	9	13, 14, 16, 17, 20, 21, 23, 24
Allen, Richard	H2	H20	10	15, 16, 17, 18, 19, 22, 23, 24, 25, 26
Fuhrman, Paul	"	"	10	15, 16, 17, 18, 19, 22, 23, 24, 25, 26
Kosta, Frank	"	"	1	20
Jebe, Henry	"	"	2	20, 21
Ahern, John	"	"	2	20, 21
Flaherty, Stephen	H2	H10	2	14, 15
Fewell, Timothy	"	"	1	26
McCrystle, Eileen	"	"	3	16, 17, 26
Mulkeen, William	"	"	7	14, 15, 18, 19, 21, 22, 26
Sellin, Stephen	"	"	2	13, 14
Jones, Steven	"	"	2	19, 20
Kucich, Richard	H6	H24	10	15, 16, 17, 18, 19, 22, 23, 24, 25, 26
Carr, Elmer	H2	H6	10	15, 16, 17, 18, 19, 22, 23, 24, 25, 26
Murray, Paul	H10	"	8	14, 15, 18, 19, 21, 22, 24, 25
Meltzer, Gary	H24	H32	8	16, 17, 18, 19, 22, 23, 24, 25
Rapp, Charles	H6	H22	6	16, 17, 18, 19, 22, 24
Roberts, Leonard	H2	H4	8	15, 17, 18, 19, 22, 23, 24, 26

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted four letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

St. Francis Hook & Ladder Society
260 Golden Gate Avenue
San Francisco, California 94102

May 12, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On behalf of the Board of Trustees of the St. Francis Hook & Ladder Society, I would like to thank the San Francisco Fire Department and you personally for your participation in the Society's April 18 activities, especially the presentation of our 1893 Steamer. We very much enjoyed showing off this magnificent example of San Francisco's fire history and feel certain that those who attended now have a greater appreciation of the City's fire heritage.

We would also like to gratefully acknowledge the assistance and cooperation of Battalion Chief Greg Abell who took time from his busy schedule to help us with our plans for the Earthquake Fair at Civic Center Plaza. He generously gave us very favorable positioning for the antique apparatus and center stage for the steamer and horses and we appreciate his efforts on our behalf.

Thank you again for your continuing support of the Society.

Sincerely,

/s/ OR. JOHN J. GRIMES, Chairman

* * * * *

Katherine Oelmar Burke School
7070 California Street
San Francisco, California 94121

April 1, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

The sixth grade of Katherine Oelmar Burke School would like to thank Lieutenant Adam Young, Firefighters Anne Young and Sheila Jordan for their informative and excellent presentation on fire prevention. The girls asked several questions. The firefighters enthusiastically provided clear responses and helpful advice. We greatly appreciate their taking the time to visit us.

Sincerely yours,

/s/ OEBORAH DENT SAMAKE

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

April 2, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

My husband and I would like to express our sincere appreciation to the following men from Station 22: Lieutenant Manuel Vasquez, Firefighters Calvin Fong, Steven Rascon and Richard Williams. They responded so cheerfully and quickly to an emergency call when my husband fell while trying to walk with his walker. The men not only lifted him very carefully but, beyond the call for help, they carried my husband (who is a large man) down the stairs to a wheelchair.

We do not like to impose but it is most comforting to know that we have help when it is so badly needed. The incident happened on March 17 and I am very sorry to be so late in expressing our thanks to the above-mentioned men.

Sincerely,

/s/ ELIZABETH LYTLE
1681 - 16th Avenue
San Francisco, CA 94122

* * * * *

April 7, 1989

Robert Navarro, Chief
Paramedic Division
135 Polk Street
San Francisco, CA 94102

Dear Mr. Navarro:

On the night of February 4, 1989, around 11:00 p.m., I made the 911 call because my husband was having a heart attack.

The Fire Department and the Paramedics came in less than four minutes. I would like to thank Thom Jaquysh and Edhardt Groothoff of the Paramedics Division for being efficient, courteous, and for their good judgment. I would like to also thank Lieutenant James McHugh, Firefighters Thomas Bailon, Michael Kilgariff and Nathaniel Winston of the Fire Department. They really saved my husband's life.

Please post this letter on you bulletin board for everyone to know of a job well done.

Thank you and God Bless you.

Sincerely,

/s/ FRANK & GAYLE FERNANDEZ
3459 - 18th Street
San Francisco, CA 94110

cc: Mayor Agnos
Fire Department

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4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for May, 1989.

- a. There are 189 unfilled positions in the uniformed forces:
180 are vacant and 9 represent retirees receiving their accumulated sick pay.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>April</u>	<u>May</u>
Vacation : Annual	20.45	25.39
IOV	5.06	6.68
F/H	1.77	2.00
Compensatory Time	1.68	2.90
Sick Leave	14.16	13.16
Disability	19.13	18.06
Military Leave	.13	.07
Other (LO/CTR)	4.84	5.23
Total	67.22	73.49

- c. The following W.O.O.'s were awarded during the month of May:

4 - H50 Asst. Chiefs, for 24 hrs	1 - H32 Captain , BFP, for 10 hrs
23 - H40 Batt. Chiefs, for 24 hrs	1 - H22 Lieutenant, BFP, for 8 hrs
45 - H30 Captains , for 24 hrs	6 - H4 Inspectors, BFP, for 8 hrs
191 - H20 Lieutenants , for 24 hrs	3 - 6281 FSI-II , BFP, for 8 hrs
122 - H10 C/Aides , for 24 hrs	3 - 6280 FSI-I , BFP, for 8 hrs
1294 - H2 Firefighters, for 24 hrs	

- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

140 - Triple Combination Pumps
10 - Aerial Ladder Trucks
11 - Miscellaneous Vehicles

- ii) The following apparatus were out of service and under repair at Central Shops:

7 - Triple Combination Pumps
2 - Aerial Ladder Trucks
3 - Miscellaneous Vehicles

- iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:

0 - Triple Combination Pumper
1 - Aerial Ladder Truck
0 - Miscellaneous Vehicle

- iv) The following apparatus were available for relief purposes:

5 - Triple Combination Pumps
0 - Aerial Ladder Truck
3 - Aerials as city service trucks (no aerial)

- v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ FREDERICK F. POSTEL
Chief of Department

Commissioner Berman moved and Commissioner Quinn seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

C) Probationary Appointment

Reported the following PROBATIONARY appointment:

EFFECTIVE DATE - MAY 26, 1989

H50 Assistant Chief

Arthur W. Kenney, Jr. 1 M
(vice: Robert Korbus,
retired)

Commissioner Berman moved and Vice President Keker seconded.
There were no questions or discussion and the report of probationary appointment was adopted on recommendation of Chief of Department.

Acting Chief Farrell invited Assistant Chief Arthur Kenney to step forward.
Acting Chief Farrell briefly summarized the assignments held by Assistant Chief Kenney during his service with the Department. He noted further that Assistant Chief Kenney has recently been appointed to serve as the Chairman of the Merit Advisory Board. Acting Chief Farrell administered the oath of office and pinned on the badge of office. Assistant Chief Kenney was congratulated by members of the Commission. He introduced his wife and daughter thanking both of them for the assistance and cooperation they have provided as he received his various promotions in the Fire Department.

D) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - MAY 26, 1989

H30 Captain

Thomas M. Velasquez 3 M
(vice: John Norton,
apptd. L/T H40 Batt. Chief)

EFFECTIVE DATE - JUNE 9, 1989

Raymond Tomasello 1 M
(vice: Lynwood Oee,
apptd. L/T H40 Batt. Chief)

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the report of probationary appointments was adopted on recommendation of Chief of Department.

Acting Chief Farrell invited Captains Thomas Velasquez and Raymond Tomasello to step forward. Acting Chief Farrell briefly summarized the assignments held by the two officers during their service with the Department. Acting Chief Farrell administered the oath of office and pinned on the badge of office. The two officers were congratulated by members of the Commission. Captain Velasquez introduced his wife, daughter and son. Captain Tomasello introduced his father, mother, fiancée, two daughters, son, and uncle - retired Captain and Mrs. George Tomasello.

4. REGULAR CALENDAR - NEW BUSINESS

E) Personal Services Contract - Health Check

Submitted for review and adoption a proposed personal services contract in the amount of \$85,000 from Health Check, Davies Medical Center, to assess physical fitness levels among firefighters and to make recommendations concerning ways to maintain physical fitness.

Commissioner Quinn moved and Commissioner Bretz seconded.

Acting Chief Farrell commented that the Department feels that this is one of its most valuable programs. All firefighters over a three-year period go through a medical workout at the Davies Medical Center, which includes stress testing and being weighed in water. He introduced Nora Crans, Registered Nurse and Clinical Director. Commissioner Bretz had a question concerning diseases that commonly affect firefighters, noting that she was advised that firefighters are affected by cancer of the esophagus and intestines, and wondered if the Health Check program specifically addresses these areas. Mrs. Crans indicated that Health Check does look at coronary risk as regards blood pressure and EKG changes over a period of time. Health Check's blood workout which is offered to the firefighters includes a complete blood count which can detect early signs of cancer as well as a test that checks for early signs of hepatitis. After examination, this information is forwarded to Dr. Newsom for review. Additionally, Health Check cardiologist reviews the medical report. A personal letter is written to the firefighter with a copy to Dr. Newsom. Some cancers have been discovered as part of this Health Check medical examination.

Commissioner Quinn noted that the services to be performed under the contract are divided between firefighters under 35 and those over 35 with the principal difference that those over 35 receive a 12-Lead Stress EKG on Treadmill with Blood Pressures. He asked why stress tests on treadmill were not provided for the younger firefighters. Mrs. Crans indicated that there were two reasons: the first is that firefighters are physically fit when they enter the Fire Department having undergone a series of examinations, both with Dr. Newsom and the San Francisco General Hospital, and until lately incidents of cardiac problems for firefighters under 35 years of age have been relatively low; and the second is that most coronary artery diseases are detected between the ages of 40 and 50. Commissioner Quinn wanted to know whether a doctor was present when the treadmill test was performed. She responded that Dr. James Cullen, Cardiologist and Medical Director, is present if risk factors indicate the need. If the firefighter meets the criteria then the cardiologist will be present in addition to the nurse.

Acting Chief Farrell noted that Health Check has held the cost for this service at the same level for the past three years and that they should be commended for holding the line in continuing to provide quality service.

Commissioner Bretz asked how many firefighters have been detected with a heart condition. Mrs. Crans said approximately 30 or 40 firefighters, noting further that Health Check is a first stage effort - if there is a positive treadmill the results are forwarded to Dr. Newsom, who in turn sends them to the Franciscan Treatment Room where appropriate treatment is prescribed. She noted that Dr. Newsom would have the exact statistics. Once the firefighter is placed on disability that information is not provided to Health Check. Mrs. Crans noted that two cancer problems have been detected and at least one dozen cardiovascular incidents. Commissioner Quinn asked if she had any

4. REGULAR CALENDAR - NEW BUSINESS

E) Personal Services Contract - Health Check (Continued)

recommendations on tests not currently being provided for firefighters. She replied that the two that come to mind are HIV and Hepatitis which should be considered for implementation.

There were no further questions or discussion and the proposed personal services contract was adopted on recommendation of Chief of Department.

F) Personal Services Contract - Michael Taylor

Submitted for review and adoption a proposed personal services contract in the amount of \$43,200 from Michael Taylor, to provide expert technical and professional services to maintain the Fire Department's Computer Assisted Dispatch System.

Commissioner Berman moved and Commissioner Bretz seconded.

Acting Chief Farrell noted that the Contractor, Mr. Michael Taylor, and Battalion Chief Gary Torres were present to respond to any questions the Commission might have. President Jefferson inquired if this was a new or continuing contract. Mr. Taylor said that he had been under contract with the Fire Department for the past eight years. He indicated that he was with the Fire Department's Computer Assisted Dispatch (CAD) system when it was being designed in the 1970's. Initially, he worked on a full-time basis to get the system operational. Subsequently, his services were required full-time at which point he entered into a part-time contractual relationship. The nature of the CAD, particularly from the maintenance standpoint requires attention and effort to keep it going, particularly since the system is about 15 years old. He noted that the data-processing programmers in City Hall do not have the familiarity with this older computer system. He noted that even today, some 15 years later, this is one of the best Computer Assisted Dispatch Systems in the world. Commissioner Quinn asked that in light of Mr. Taylor's praise of the System whether in his opinion the Department needs a new one. Mr. Taylor said that the Fire Department definitely needs a new one; that maintenance is very expensive; that the technology has advanced very dramatically; the current system is not cost effective; there have been many hardware failures; and there are lots of embellishments that should be added but cannot be added to this old equipment. It is necessary to have a new CAD programmed in a higher level language. President Jefferson inquired as to a typical life span for a CAD. Mr. Taylor responded approximately five years. Because of the Department's custom programming it is difficult to upgrade the system. The current system has clearly outlived its predicted life.

Commissioner Berman asked Mr. Taylor what he charges per hour. Mr. Taylor replied \$36 per hour. President Jefferson inquired that when Mr. Taylor submits his monthly statement does he typically provide a list of the activities performed. Mr. Taylor replied that he provides a monthly report to the Chief of Department.

There were no further questions or discussion and the proposed personal services contract was adopted on recommendation of Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

G) Personal Services Contract - PSW3

Submitted for review and adoption a proposed personal services contract in the amount of \$125,000 from PSW3, Inc., to implement automated management support systems and to provide on-going systems support and enhancement.

Commissioner Berman moved and Commissioner Quinn seconded.

Acting Chief Farrell noted that Messrs. John King and Dan Healy from PSW3 were present to respond to any questions the Commission might have. President Jefferson asked for a brief overview as to the scope of services involved with this contract.

Mr. King replied that the scope of services provided by PSW3 can be divided into four categories: planning, identifying issues and requirements; meeting with Department management to help the Department utilize data-processing resources; implementing the systems; and follow-up, including implementation and maintenance. These services are provided throughout the Department and are not confined to any one program area. President Jefferson inquired how many years PSW3 has had a contract with the Fire Department. Mr. King replied that PSW3 has been affiliated with the Department since 1983. PSW3 started by assisting the Department in putting its Wang computer system on line.

Commissioner Berman asked Mr. King what PSW3 charges per hour. Mr. King replied \$72 per hour. Commissioner Bretz asked how many people are assigned to the Department. Mr. King said that in terms of a full-time equivalent it is approximately one person.

Commissioner Berman inquired if the Department's needs are evaluated by Electronic Information Services Priorities Committee (EISPC). Assistant Chief Howard Slater responded yes. Every year, a new three-year plan is prepared as part of the annual budget process. Mr. Healy indicated that this annual plan for the past three years has been approved in its entirety when submitted to EISPC. President Jefferson indicated that this whole area appears to be one where the Commission should direct some of its attention in terms of having the Department develop a master plan; that such a plan should have some realistic relationship to the funding available to support it.

There were no further questions or discussion and the proposed personal services contract was adopted on recommendation of Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

H) Mediation Project Proposal

Submitting for discussion a proposed Mediation Program with projected budget for fiscal year 1989-90.

Ms. Victoria Macklin, Manager of Human Resources, made the presentation. She noted that what the Mediation Task Force has attempted to do was to anticipate some questions that the Commission might have after reading the draft mediation project proposal. The questions have been answered and are contained in the five-page addendum delivered this afternoon to the Commission Secretary.

By way of background, she commented that an informal mediation process is mandated by the Consent Decree to establish alternative mechanisms to resolve conflict of all types. Peer mediation is new and innovative. No other fire department in the United States has such a process nor does any other department in City government. Eighty-eight members of the fire department have volunteered to become mediation specialists. Interviews with these volunteers demonstrated that there was, in their opinion, a real need for this service. The Mediation Task Force is made up of representatives of the 88 volunteers. Mediation Task Force members present tonight include Captain Robert Boudoures, Lieutenants Aaron Stevenson and Federico Sanchez. There is no pre-packaged training program that the Department could look at and adopt or modify. It will have to be created. For the past several months, meetings have been held with outside resources such as U.S. Department of Justice, American Arbitration Association, City College and American Intermediation Services. These meetings culminated in the proposal (with four options) before the Fire Commission tonight, ranging in cost from \$145,800 to \$33,000. The Task Force recommends the \$145,800 proposal, which would include the cost to produce a mediation manual for all Company Officers.

President Jefferson asked that aside from EEO complaints what type of complaints are demanding to be resolved. Ms. Macklin replied that in the last three months she and Assistant Deputy Chief Frank Scales received several calls that could have utilized a mediation process (e.g., a misunderstanding between two firefighters). President Jefferson asked Assistant Chiefs Edward Murphy and Howard Slater to comment. Assistant Chief Murphy indicated that from personal experience that if something comes to his attention he pushes it up the chain of command as opposed to resolving it at his level. Assistant Chief Slater concurred that if any situation has racial and/or sexual overtones he would send it to the top. President Jefferson indicated that he believes in the mediation process but that his fundamental concern deals with the fact "that we have to incorporate the resolution of these problems into our system, and not create something outside of the system. We should look within the system first and try to use the chain of command to resolve these issues."

Ms. Macklin responded that it is the expectation that eventually mediation training would be available for everyone in the Department, and that the proposed mediation plan is internal in that it uses Fire Department employees spread across all ranks; that the Company Officers will have access to this program with reference to a manual that will be published. The concern now is to have something in place to deal with problems that may arise which includes the need to have an ample supply of trained peer mediators.

4. REGULAR CALENDAR - NEW BUSINESS

H) Mediation Project Proposal (Continued)

Commissioner Quinn expressed concern about the cost. He believes there is a need for this service but there has been no demonstration of how large the need is. He questioned whether at the outset all 88 volunteers should receive the training. He asked what the savings would be if fewer volunteers were trained, for example, forty. Ms. Macklin indicated there would be a \$10,000 savings if one session were eliminated; that most of the costs are start-up and do not have a significant relationship to the number of volunteers being trained. She commented that after discussing this matter with the City Attorney and Plaintiff/Intervenors it was agreed upon by all that all volunteers would be trained and as a matter of good faith it would be difficult to inform some volunteers that they will not be trained. Vice President Keker wondered what sort of disputes would be mediated and questioned its need. Captain Robert Boudoures responded that the mediation process would not interfere with the Department's Rules and Regulations; mediation is designed for interpersonal relationships; that there would be a selection and screening process for the prospective peer mediators, but all the current volunteers should be trained; mediation based on low cost is not going to have any credibility in the field; that the mediation process is confidential and requires mutual agreement before it can begin. In that sense, it will be similar to the Stress Unit in that the session will be held off-site and will be private.

Assistant Chief Joseph Medina asked a question from his perspective as the Manager of the Division of Fire Prevention and Investigation. He noted that it was part of his responsibility as a manager to determine problems that may affect his operations, and he did not want that responsibility diminished or shifted some place else, and he was wondering if the mediation process as planned would take that responsibility away from him. Lieutenant Aaron Stevenson indicated that he wished to respond to that. If the problem is a rule issue, it is not subject to mediation. Assistant Chief Medina wondered what would happen in a situation where a problem arose that is a work problem that might affect operations. Lieutenant Stevenson responded that he has the option to agree and not to agree to mediation. Noting that if Assistant Chief Medina can solve the problem at his level, mediation would not be necessary any way. Ms. Macklin indicated that the question Assistant Chief Medina is posing is where two employees in his unit are having a problem and request mediation, the matter is taken out of his control. Lieutenant Federico Sanchez responded that a trained mediator could go into that situation and have the ability to see that what these people are talking about and perhaps conclude that is not a real problem. This trained mediator could then use his skills to get to the real problem. This points up to the need for having well-trained mediation specialists available to situations such as those being described here tonight. In the past, the Fire Department has tried to solve these problems with varying degree of success.

Commissioner Berman expressed a concern about creating something where there may be no need for the service now as Ms. Macklin previously indicated by the limited number of instances where mediation would have applied. He tempered his remarks by acknowledging that the Commission had not yet had an opportunity to study the five-page addendum to the mediation proposal which was handed to the Commission tonight and may well answer the questions being raised. Vice President Keker indicated that he was impressed with the expression made by the members of the Task Force present here tonight, which indicates the tremendous support for the mediation process. Ms. Macklin took the opportunity to introduce Booker Neal, the mediation specialist of the U.S. Department of Justice, who has been assisting the Fire Department in getting its mediation process started. She also noted that Mr. Neal and she interviewed about

4. REGULAR CALENDAR - NEW BUSINESS

H) Mediation Project Proposal (Continued)

three-quarters of the 88 volunteers, and one of the questions that was asked: "Do you think peer mediation is needed?" Across the board, the response was yes, including personal examples of where mediation would have been appropriate. She also commented that when there are approximately 1,500 employees spread among three work shifts that 88 volunteers is not really a very large number to train. It is also important to train peer mediators among all the ranks. President Jefferson indicated that one of his concerns about this process concerns its continuity. He also noted that when determining how to incorporate the mediation process into the Fire Department, that it might be better to reduce the number to be trained in favor of having up-dates periodically so that the pool of people would be available to help when re-training is necessary. He was concerned that if the Department trains everyone together right now that a year from now, through retirement or lack of interest, or lack of continuous training, the program might not be successful.

President Jefferson noted that as the Commission considers this proposal, it is necessary to coordinate the mediation training with all the other training activities, both on-going and planned. Ms. Macklin noted that the proposal includes follow-up training every three months with those who have completed training; they will meet with her and one of the outside consultants to review the successes and obstacles, to see if additional training is required. The most skillful mediators will be identified and used to train others in the Department. This will eliminate the need to spend money for outside assistance. Commissioner Berman noted that as the Commission is not expected to take action tonight and has just received the addendum and heard a very informative discussion, he suggested that the matter be continued to allow the Commission to review the comments from tonight's meeting and study the written material concerning the budget for peer mediation. Commissioner Quinn wondered whether the \$145,800 takes into consideration the cost to pay all the 88 individuals who might be trained. Ms. Macklin responded no. Commissioner Quinn asked how they are to be paid. Ms. Macklin indicated that anyone involved in mediation while off-duty would receive compensatory time. She did express concern because the Department is operating within time constraints, that the training has to be started by September and that at least 45 days will be required for preparation, including the manual and also for the consultants to develop a curriculum. These factors point to the need for Fire Commission action.

Commissioner Quinn asked George Riley, City Attorney's Office, to comment on the time limits in this issue. He indicated that the Court Monitor has ordered the Department to begin the training by September 1 and is concerned about the delay experienced to date, and to get the supplemental appropriation through the Board of Supervisors would take a month at the minimum. President Jefferson indicated that the Fire Commission wants to give this proposal due consideration, and to expect the Commission to act on this proposal tonight after having just received the addendum would be unrealistic. President Jefferson asked that the matter be recalendared for the next meeting. In the meantime, he asked Ms. Macklin to consider the questions raised during the discussion tonight and if there is anything she wishes to add that they be brought up at the next meeting. He cited the need of coordinating the various training programs in the Department as a situation that should be discussed. Commissioner Quinn thought it would be helpful if she could prepare some questions and answers reflecting her understanding as how mediation is going to work and answer some of the questions that were raised tonight, for example, is it going to be used instead of supervisory responsibility.

4. REGULAR CALENDAR - NEW BUSINESS

1) Earthquake Awareness Week

Presentation from Thomas Jenkin, Director, Office of Emergency Services.

Secretary Connors advised the Commission that this matter has been recalendarred because Mr. Jenkin, Director, Office of Emergency Services (OES), was absent when the presentation was made on May 23, 1989. For approximately 25 minutes, Mr. Jenkin summarized the earthquake activities coordinated and/or conducted by the OES during April 10-21, 1989, Earthquake Awareness Week. Additionally, he responded to general questions from the Commission. The highlights of his presentation include:

- ... Assisted in presenting the San Francisco Bay Area Business Government and Red Cross Disaster Conference;
- ... Coordinated a tour by the San Francisco medical community, of the USNS Mercy, a U.S. Naval Hospital Ship berthed in the Bay Area;
- ... Participated in nine radio, TV and newspaper interviews during the two-week period;
- ... Activated the Emergency Coordination Center on Turk Street for a communications test;
- ... Activated two Emergency Response District Headquarters for table top exercises, with designated representatives from the fire department, police department, public works, water department, public health, OES, Red Cross and PGandE.
- ... Coordinated a Multi-purpose Staging Area activation exercise in the Lake Merced area involving the Department of Public Works.
- ... Coordinated the performance of a helicopter overflight exercise simulating an aerial damage assessment utilizing a California National Guard helicopter.
- ... Coordinated the activities for the Earthquake Fair that was held on and around Civic Center Plaza.
- ... Coordinated a multi-county San Francisco Water Department emergency drill.

Vice President Keker inquired that with the exception of the National Guard are there any helicopters available to the Fire Department. Battalion Chief Gregory Abell indicated that helicopters are available through the California Highway Patrol and Department of Forestry. Vice President Keker suggested that someone contact the Coast Guard to determine if they had helicopters available for fire department use during an earthquake.

Commissioner Bretz was concerned about Battalion Chief Abell's comment that if the earthquake would occur during darkness the Fire Department would have to wait until daylight to assess the damage because of the lack of availability of helicopters with night lights. She asked Mr. Jenkin to see what can be done to correct this deficiency. Mr. Jenkin indicated that he would be meeting later this week at the Presidio and would raise the question. He noted that the Department of Defense is placing increasing emphasis upon preparation for earthquake disasters.

In response to a question from Commissioner Quinn, Battalion Chief Abell gave a brief explanation of the duties, responsibilities, and plans of a battalion

4. REGULAR CALENDAR - NEW BUSINESS

1) Earthquake Awareness Week (Continued)

district during an earthquake. He noted that the search of buildings for survivors as well as victims trapped by debris will be one of the top priorities along with suppressing fire and providing emergency medical care. Commissioner Quinn felt that the Department would be overwhelmed in a major earthquake which demonstrates the need to organize civilians in some fashion to provide assistance to the Fire Department. Battalion Chief Abell acknowledged that the two recent and significant developments have occurred that should be very helpful in dealing with earthquakes, one is the reactivation of the City's Disaster Council which will hold a meeting on June 27, 1989. Mr. Jenkin commented that this Council was established in 1972 and appointments are made by the Mayor and include selected Department Heads. This Council will provide needed dialogue and information exchange among the key departments of the City.

Vice President Kecker commented that the Fire Commission has a keen interest in the issue of earthquake planning and could bring its influence to bear upon the Mayor's Office to make changes recommended by Mr. Jenkin and the Chief of Department and adopted by the Fire Commission. He thought that should not be done tonight but that a special meeting be set aside for an in-depth discussion of all the issues relating to earthquake planning and preparation, some of which were discussed tonight. President Jefferson concurred noting that the Fire Department is very interested in this issue which has been discussed several times during the past year. Mr. Jenkin should coordinate the preparation of study materials to be submitted to the Commission in advance of this meeting so that they would be prepared for a meaningful dialogue, and that Mr. Jenkin may consider it worthwhile for this meeting to have representatives of other departments and agencies present.

Battalion Chief Gary Torres was called upon to report on the radio test that he alluded to during his presentation before the Commission on May 23, 1989. For Vice President Kecker's benefit, Battalion Chief Torres briefed the Commission on the poor results of the first radio test that he discussed at the meeting of May 23, 1989. He was pleased to report that the follow-up test conducted on Sunday, May 28, was very successful. He noted that for the second test all the fire apparatus were positioned outside of their respective fire stations. He achieved 90 percent of communications with the tested units. Eight percent were at drills as part of the test process and two percent were unable to respond to the test. The test with the mobile radio was 91 percent successful. He achieved a 91 percent score in testing the portable radios. He plans to continue similar tests on a quarterly basis.

J) Status of EEO Complaints

Report from Assistant Deputy Chief Frank Scales on status of EEO Complaints.

Assistant Deputy Chief Scales reported that there were no new EEO complaints filed and there are no complaints pending. Commissioner Quinn asked if anyone had any idea why there have not been any EEO complaints. Assistant Deputy Chief Scales offered his opinion that it might reflect the members' belief that the Department and Commission are very serious about EEO complaints. Also the fact that Assistant Chiefs and Battalion Chiefs are conducting the investigation shows how serious the Department is about pursuing these complaints. He is of the opinion that the recently conducted sensitivity training was of great help. Commissioner Bretz requested that Assistant Deputy Chief Scales submit a report on his trip to New Orleans.

4. REGULAR CALENDAR - NEW BUSINESS

K) Meritorious Awards

Submitted for adoption recommendations of Merit Advisory Board and Chief of Department for meritorious actions performed by Officers and Members of the Department, from August 1988 through April 1989.

Recipient

Rank/Company

Date

Award

a. Uniformed Members

Joseph 8. McKeon	FF	Off-duty	08-10-88	Cert. of Com.
Albert Fernandez	FF	Engine 28	08-26-88	Cert. of Com.
John F. Hanley	FF	Engine 28	08-26-88	Cert. of Com.
Edward F. Cruz	LT	Engine 19	08-28-88	Cert. of Com.
William S. Bonnie	FF	Engine 19	08-28-88	Cert. of Com.
Oennis J. Petty	FF	Engine 19	08-28-88	Cert. of Com.
Ralph R. Sotter	FF	Engine 19	08-28-88	Cert. of Com.
Bernie F. Lee	LT	Truck 19	08-28-88	Cert. of Com.
Thomas J. Collins	FF	Truck 19	08-28-88	Cert. of Com.
William C. Davis	FF	Truck 19	08-28-88	Cert. of Com.
John P. Hegarty	FF	Truck 19	08-28-88	Cert. of Com.
Richard M. Holsworth	FF	Truck 19	08-28-88	Cert. of Com.
Howard W. Williams	FF	Truck 19	08-28-88	Cert. of Com.
James M. Connors	LT	Rescue 2	09-28-88	Cert. of Com.
Michael W. Bello	FF	Engine 38	09-28-88	Cert. of Com.
Robert E. Evans	FF	Engine 38	09-28-88	Cert. of Com.
Robert G. Roudoures	CAPT	Truck 10	10-01-88	Cert. of Com.
Victoria A. Hayden	FF	Truck 10	10-01-88	Cert. of Com.
Thomas J. Kohmann	FF	Truck 10	10-01-88	Cert. of Com.
James C. Novello	FF	Truck 15	10-01-88	Cert. of Com.
John R. Schnapp	FF	Truck 10	10-01-88	Cert. of Com.
John F. Harrington	T/8C	Batt. 10	10-03-88	Cert. of Com.
Richard L. Lauer	C/A	Batt. 10	10-03-88	Cert. of Com.
William J. Tobin	LT	Engine 17	10-03-88	Cert. of Com.
John E. Faulkner	FF	Engine 17	10-03-88	Cert. of Com.
William G. Landivar	FF	Engine 17	10-03-88	Cert. of Com.
Richard A. Passanisi	FF	Engine 17	10-03-88	Cert. of Com.
Kenneth J. Conroy	CAPT	Truck 17	10-03-88	Cert. of Com.
Michael P. Hogan	FF	Truck 17	10-03-88	Cert. of Com.
William J. Hystad	FF	Truck 17	10-03-88	Cert. of Com.
James M. O'Connor	FF	Truck 17	10-03-88	Cert. of Com.
John A. Pavloff	FF	Truck 17	10-03-88	Cert. of Com.
Oavid O. Wormell	LT	Engine 17	10-27-88	Class "0"
Michael R. Ahumada	FF	Engine 17	10-27-88	Class "8"
Oavid O. Wormell	LT	Engine 17	10-27-88	Unit Citation*
Michael R. Ahumada	FF	Engine 17	10-27-88	Unit Citation
Richard A. Kosta	FF	Engine 17	10-27-88	Unit Citation
William G. Landivar	FF	Engine 17	10-27-88	Unit Citation
Bernard B. LaGrave	LT	Truck 17	10-27-88	Unit Citation
John A. Pavloff	FF	Truck 17	10-27-88	Unit Citation
Henry T. Wesch	FF	Truck 17	10-27-88	Unit Citation
Denis Whooley, Jr.	FF	Truck 17	10-27-88	Unit Citation

4. REGULAR CALENDAR - NEW BUSINESS

K) Meritorious Awards (Continued)

		AP 1 & 3 Airport 2	11-14-88 11-14-88	Cert. of Com. Cert. of Com.
Robert A. Fennell Stephen A. Hart	LT FF	Truck 18 Truck 18	12-09-88 12-09-88	Class "C" Cert. of Com.
Louis F. Bacciocco Paul M. McHugh	FF FF	Engine 1 Rescue 1	12-13-88 12-13-88	Class "C" Class "C"
James B. Fex	C/A	Batt. 4	12-24-88	Class "C"
Daniel J. Murphy David P. Rege Michael R. Moran James T. Healy David P. Rege Ronald R. Lewin Allan R. Paul Daniel J. Murphy Raymond E. Batz, Jr. Michael J. Casey Raymond J. Donnelly Robert P. Palu	LT LT B/C C/A LT FF FF LT FF FF FF FF	Engine 14 Engine 14 Batt. 7 Batt. 7 Engine 14 Engine 14 Engine 14 Truck 14 Truck 14 Truck 14 Truck 14 Truck 14	12-26-88 12-26-88 12-26-88 12-26-88 12-26-88 12-26-88 12-26-88 12-26-88 12-26-88 12-26-88 12-26-88	Class "C" Class "C" Unit Citation* Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation
William E. Miles Michael J. Collins Victor W. O'Orazi James F. Keane Robert E. Mafziger John F. Welch John R. Donham, Jr.	CAPT FF FF FF FF FF FF LT	Truck 6 Truck 6 Truck 6 Truck 6 Truck 6 Truck 6 Truck 6 Truck 5	01-08-89 01-08-89 01-08-89 01-08-89 01-08-89 01-08-89 01-08-89 01-08-89	Unit Citation* Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation Cert. of Com.
Francis J. Lowe Patrick H. McLaughlin Daniel P. Aronson Michael T. Duncan Lloyd C. Goldberg Frank H. Kosta Michael J. Pera James J. O'Connor Rudolph J. Castellanos Michael J. Collins James J. Keane John F. Welch Herman E. Wyrtsch Francis J. Lowe Joseph M. Hallisy Ronald R. Lewin Frank J. Lucier	LT LT FF FF FF FF FF LT FF FF FF FF FF FF FF FF FF FF	Rescue 2 Truck 5 Truck 5 Truck 5 Truck 5 Truck 5 Truck 5 Truck 5 Truck 6 Truck 6 Truck 6 Truck 6 Truck 6 Truck 6 Truck 6 Rescue 2 Rescue 2 Rescue 2	02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89 02-05-89	Class "C" Unit Citation* Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation* Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation Unit Citation
Michael Fauss	FF	Off-duty	02-09-89	Class "C"
Jeffrey M. Byrne George F. Pidge Richard A. Elb Ronald R. Lewin Stephen A. Moore Eugene W. Murphy	FF FF LT FF FF FF	Engine 21 Rescue 2 Rescue 2 Rescue 2 Engine 21 Rescue 2	03-11-89 03-11-89 03-11-89 03-11-89 03-11-89 03-11-89	Class "8" Class "C" Cert. of Com. Cert. of Com. Cert. of Com. Cert. of Com.

4. REGULAR CALENDAR - NEW BUSINESS

K) Meritorious Awards (Continued)

Raymond G. Tomasello	LT	Station 6	03-18-89	Cert. of Com.
Jose L. Capitan	FF	Station 6	03-18-89	Cert. of Com.
Thomas J. Kelly	FF	Station 6	03-18-89	Cert. of Com.
Michael F. Drake	FF	Station 5	03-18-89	Cert. of Com.
Frank H. Kosta	FF	Station 5	03-18-89	Cert. of Com.
Michael J. Pera	FF	Station 5	03-18-89	Cert. of Com.
James G. Riemer	FF	Station 5	03-18-89	Cert. of Com.
John T. Conway	LT	Engine 5	04-03-89	Unit Citation*
Richard F. Slattery	FF	Engine 5	04-03-89	Unit Citation
David R. Sullivan	FF	Engine 5	04-03-89	Unit Citation
John R. Oonham, Jr.	LT	Truck 5	04-03-89	Unit Citation
William S. Anderson	FF	Truck 5	04-03-89	Unit Citation
Michael R. Ebert	FF	Truck 5	04-03-89	Unit Citation
Alan L. Harvey	FF	Truck 5	04-03-89	Unit Citation
Richard W. May	FF	Truck 5	04-03-89	Unit Citation
Gary C. Merillion	FF	Engine 36	04-09-89	Cert. of Com.

*One Unit Citation (plaque) listing names of participants.

Commissioner Berman moved and Commissioner Quinn seconded.

There were no questions or discussion and the meritorious awards were adopted on recommendation of Merit Advisory Board and Chief of Department.

L) Public Comment

Ms. Gerri Long commented that while at work several weeks ago, a colleague gave her a copy of a newspaper article published in the "Sun Reporter" reporting the interview with Captain Robert Demmons who stated that racial incidents continue in the Fire Department. She was surprised to learn of this in light of the past comments just made by Assistant Deputy Chief Scales and repeated over the past several months; namely, that EEO complaints have been reduced to almost nil. She was dismayed by the newspaper article and thought that something has to be done to put this issue to rest. She suggested that the Commission review the comments made by Captain Demmons and come up with some method to review the issues he has raised and tried to resolve those in his mind and the minds of the people whom he represents, so that these issues do not suddenly appear in print.

President Jefferson noted that it would be unfortunate to presume that the issues raised by Captain Demmons are true. Unfortunately, things that appear in print are often accepted as fact. He noted that recently there was a meeting in the Mayor's Office with the Black Firefighters Association and members of the Commission. A lot of issues were raised. As President of the Commission, he prepared a letter addressing many of the issues discussed in that meeting. He understood that the Mayor would be forwarding his own comments along with the comments prepared by himself (President Jefferson) to the members of the Black Firefighters Association. He noted further that the Commission was as shocked as she was to read the article in the "Sun Reporter."

4. REGULAR CALENDAR - NEW BUSINESS

1) Public Comment (Continued)

The Commission takes strong exception to it because it is not factual in its view. He believes that the Department has made considerable progress in the last year, particularly in the EEO area. Although the Fire Commission cannot control the tendency of persons who wish to express their view point on these issues, it could and should do a better job in getting the word out about all of the positive things accomplished during the last year and it is currently exploring ways and means to accomplish that.

Secretary Connors announced that the next meeting of the Fire Commission will be held Wednesday, June 28, 1989.

There being no further business to come before the Commission, the meeting was adjourned at 2050 hours.

Raymond G. Connors
Secretary

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F I R E C O M M I S S I O N

Special Meeting - Wednesday - June 14, 1989 - 1630 Hours

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President James D. Jefferson
Vice President John W. Keker (Arrived 1710 hours)
Commissioner Henry E. Bernman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Frederick F. Postel

- Chief of Department

2. Closed Session

The Fire Commission met in closed session pursuant to the State of California Government Code, Section 54957.6 - Labor Negotiations (Ralph M. Brown Act). The purpose of this meeting is to advise and instruct its representatives as to its position concerning labor negotiations with Firefighters Local 798.

1630-1800

The Fire Commission received a report from its representatives concerning the status of labor negotiations with the San Francisco Firefighters Association, Local 798, and provided directions to its representatives on the future course of these negotiations.

There being no further business to come before the Commission, the meeting was adjourned at 1800 hours.

Raymond G. Connors
Secretary

1. The first part of the paper is devoted to the study of the properties of the function $f(x)$ defined by the equation

$$f(x) = \frac{1}{2} \left(f\left(\frac{x}{2}\right) + f\left(\frac{x+1}{2}\right) \right)$$

where $f(0) = 0$ and $f(1) = 1$.

$$f\left(\frac{x}{2}\right) = \frac{1}{2} \left(f\left(\frac{x}{4}\right) + f\left(\frac{x+1}{4}\right) \right)$$

and so on. It is easy to see that $f(x)$ is a continuous function on the interval $[0, 1]$ and that it is differentiable at every point of this interval.

$$f\left(\frac{x}{2^n}\right) = \frac{1}{2^n} \left(f\left(\frac{x}{2^{n+1}}\right) + f\left(\frac{x+1}{2^{n+1}}\right) \right)$$

and so on. It is easy to see that $f(x)$ is a continuous function on the interval $[0, 1]$ and that it is differentiable at every point of this interval.

$$f\left(\frac{x}{2^n}\right) = \frac{1}{2^n} \left(f\left(\frac{x}{2^{n+1}}\right) + f\left(\frac{x+1}{2^{n+1}}\right) \right)$$

and so on. It is easy to see that $f(x)$ is a continuous function on the interval $[0, 1]$ and that it is differentiable at every point of this interval.

and so on. It is easy to see that $f(x)$ is a continuous function on the interval $[0, 1]$ and that it is differentiable at every point of this interval.

and so on. It is easy to see that $f(x)$ is a continuous function on the interval $[0, 1]$ and that it is differentiable at every point of this interval.

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JOURNAL OF PROCEEDINGS

FIRE COMMISSION

Regular Meeting - WEDNESDAY June 28, 1989 - 1800 Hours*
260 Golden Gate Avenue - Room 201

*Due to scheduling conflict the regular meeting was not held on Tuesday

ITEM
NO.

1. On Roll Call, the following were noted present:

President James O. Jefferson
Commissioner Henry C. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
James R. Lynch
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

Victor M. Shannon
Arthur W. Kenney
William G. Richardson

- Division 1 (Acting)
- Division 2
- Division 3

2. Minutes not ready for adoption.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "L") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from four members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Griffin, James W. Petty Officer	H20 LT	06-18-89 thru 06-19-89	2	US Coast Gd. Res. Yerba Buena Is., CA	Attend Active Duty Training
Oriscoll, Joseph O. Sgt. 1st Class	H10 C/A	07-23-89 thru 08-04-89	13	US Army Res. Ft. Devens, MA	Attend Active Duty Training
Lavelle, David J. Sgt. Maj.	H10 C/A	07-08-89 thru 07-09-89	2	US Army Res. Presidio, SF, CA	Attend Active Duty Training
		08-23-89 thru 08-24-89	2	US Army Res. San Francisco, CA	Attend Active Duty Training
Gold, Theodore P. Lt. Col.	H2 FF	06-23-89 thru 06-24-89	2	US Air Force Res. Travis AFB, CA	Attend Active Duty Training

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during May, 1989.

C) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - JUNE 12, 1989

1450 Executive Secretary I

Leila K. Mirchandani
(vice: Susan Keller,
to Coroner's as 1452)

3. CONSENT CALENDAR

0) Suspension

Reporting suspension of H2 Firefighter John W. Staudt, Engine 40, for two days, June 21 through June 22, 1989, for violations of the Rules and Regulations as follows:

Section 3935 - False Reports and False Testimony

Section 3956 - Acts Oetrimental to Welfare
of Department

E) Suspension

Reporting suspension of H2 Firefighter Leonard Harris, Engine 34, for an indefinite period of time - pending hearing before the Fire Commission - effective June 6, 1989, for violations of the Rules and Regulations as follows:

Section 2003 - Details

Section 3912 - Intoxicants/Drugs

Section 3917 - Unauthorized Absence
from Stations

Section 3935 - False Reports and
False Testimony

F) Separation from Service

Reporting that Susan J. Wong, Non-Civil Service 1426 Senior Clerk Typist, has reached permissible limit of temporary employment and has been separated, effective close of business June 30, 1989. (Started work 08-15-88).

G) Leave of Absence

Submitting request for Leave of absence with pay for Battalion Chief Daniel Kiely, Battalion 2, for six days, September 24 through September 29, 1989, in order to attend the Hazardous Materials Incident Response Operations Course sponsored by the California Department of Health Services (DHS) at the California Specialized Training Institute in San Louis Obispo, California. All travel, lodging and meals will be paid by OHS. There is no cost to the City other than replacing Battalion Chief Kiely on September 24 and 27, 1989.

3. CONSENT CALENDAR

H) Leave of Absence

Submitting request for leave of absence without pay from 1202 Personnel Clerk Gertrud L. King, for three months (maternity leave), June 5 through September 5, 1989.

I) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Responsibility	Recommendation
Chevy, BFP Orv: Inspector Donald Oel Bene	13-89	02-06-89	007	Non-preventable	Bill
Engine 41 Off: Lt. Peter Cornyn; Orv: FF Brian Brady	14-89	02-06-89	578	Non-preventable	File
Truck 7 Off: Capt. Timothy Miles; Orv: FF Phillip Fitting; Tlrm: FF Frank Iavarone	15-89	02-06-89	605	Preventable	File
ALF, Engine 11 Off: Lt. Patrick McLaughlin; Orv: FF Dennis King	16-89	02-09-89	560	Preventable	File
Truck 15 Off: Capt. Scott Peoples; Drv: FF Joseph Carlonagno; Tlrm: FF John Murray	17-89	02-14-89	628	Non-preventable	File
OES Truck Orv: Daniel Small	18-89	02-16-89	131-700		Bill
ALF, Engine 23 Off: Capt. Richard Walsh; Orv: FF Christopher Zaczek	19-89	02-26-89	545	Preventable	File
Truck 11 Off: Lt. George DeMartini; Drv: FF Jack Bonnici; Tlrm: FF John Hicks	20-89	02-27-89	604	Preventable	File
Truck 7 Off: Capt. Timothy Miles; Orv: FF Michael Bonnel; Tlrm: FF John Minnick	21-89	03-20-89	605	Non-preventable	Bill
Truck 15 Off: Lt. David Wormell; Drv: FF Richard Blake; Tlrm: FF Louis Lituanio	22-89	03-12-89	628	Preventable	File
Engine 13 Off: Lt. Gerald Fennell; Drv: FF Daniel Armenta	23-89	03-14-89	584	Preventable	File
PLY, Batt. 4 Off: B/C Victor Shannon; Orv: C/A Wayne Lile	24-89	03-14-89	359	Non-preventable	Bill
ALF, Engine 19 Off: Lt. Richard Robinson; Drv: FF Spiros Corempas	25-89	03-18-89	537	Preventable	File

3. CONSENT CALENDAR

I) Accidents (Continued)

ALF, Truck 8	26-89	03-20-89	668	Preventable	File
Off: Lt. LeRoy Carater;	Orv: FF Peter Seckols;	Trm: FF James Favero			
Engine 28	27-89	03-24-89	582	Preventable	File
Off: Capt. Michael Cutone;	Orv: FF John Hanley				
Ford, Batt. 8	28-89	04-16-89	370	Preventable	Bill
Off: A/C William Cochrane;	Orv: C/A Patrick Gardner				
ALF, Engine 7	29-89	05-20-89	536	Non-preventable	File
Off: Lt. Alfred Quartaroli;	Drv: FF Mark Kearney				

J) City Attorney

Submitting communications from Ray King, Chief, Bureau of Claims, City Attorney's Office, concerning settlement of the following claims:

CALIFORNIA STATE AUTOMOBILE ASSOCIATION AND THEIR INSUREO, ANTHONY MILES, in the amount of \$941.35. Claim arises out of automobile damage occurring on January 17, 1989, at Ellis and Larkin Streets, S.F., CA.
(Acc : 04-89 (P); Engine 3;
Off : Capt. William Cochrane;
Orv : FF James Lee)

STEPHEN F. PARROTT, in the amount of \$1,303.28. Claim arises out of automobile damage occurring on January 27, 1989, at Jessie and Mint Streets, S.F., CA.
(Acc : 10-89 (P); Engine 1;
Off : Lt. Bernne Wangara;
Drv : FF James Blake)

JOROAN MATTHEWS, in the amount of \$2,258.31. Claim arises out of automobile damage occurring on January 27, 1989, at 15th and Sharon Streets, S.F., CA.
(Acc : 11-89 (P); Truck 6;
Off : Lt. James O'Connor;
Orv : FF Victor D'Orazi;
Trm: FF Raymond Moreno)

3. CONSENT CALENDAR

K) City Attorney

Submitting communication from Ray King, Chief, Bureau of Claims, City Attorney's Office, concerning settlement of the following claim:

WILLIAM G. BAKER, in the amount of \$500.
Claim is for reward pursuant to Ord. 277-69, which allows \$500 payment for person giving information leading to the arrest and conviction of any person turning in a false alarm. Incident occurred on April 8, 1989, at Hayes and Laguna Streets, S.F., CA.

L) Temporary Appointments

Reporting having made 29 temporary appointments May 27 through June 9, 1989.

Commissioner Quinn moved and Commissioner Berman seconded. "L" There were no questions or discussion and Items "A" through "L" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

Reported having made 29 temporary appointments during Payroll Period May 27 through June 9, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Condon, Richard	H40	H50	8	27, 28, 30, 31, 4, 5, 7, 8
Blackburn, Richard	H30	H40	4	27, 28, 7, 8
Costella, Guido	"	"	2	28, 29
Dee, Lynwood	"	"	7	27, 29, 30, 1, 2, 6, 7
DiGiovanni, Anthony	"	"	6	29, 30, 3, 4, 6, 7
Ference, William	"	"	8	28, 29, 31, 1, 4, 5, 7, 8
Langley, George	"	"	2	2, 3
Spinetta, Dominic	"	"	2	8, 9
Nyhan, Richard	"	"	4	31, 1, 3, 4
Birleffi, Louis	"	"	5	2, 3, 7, 8, 9
Allen, Richard	H2	H20	10	29, 30, 31, 1, 2, 5, 6, 7, 8, 9
Fuhrman, Paul	"	"	"	29, 30, 31, 1, 2, 5, 6, 7, 8, 9
Walsh, Frederick	"	"	2	31, 1
Flaherty, Stephen	H2	H10	2	3, 4
Fewell, Timothy	"	"	1	27
Matza, Brian	"	"	2	28, 29
McCrystle, Eileen	"	"	1	27
Mulkeen, William	"	"	8	27, 28, 29, 31, 1, 4, 5, 7
Sellin, Stephen	"	"	2	28, 29
Siragusa, Thomas	"	"	5	29, 30, 4, 5, 9
Gregory, Stephen	"	"	2	27, 28
Moore, Stephen	"	"	2	8, 9
Elzey, Charles	"	"	1	9
Kucich, Richard	H6	H24	10	29, 30, 31, 1, 2, 5, 6, 7, 8, 9
Murray, Paul	H10	H6	8	28, 29, 31, 1, 5, 6, 8, 9
Carr, Elmer	H2	"	10	29, 30, 31, 1, 2, 5, 6, 7, 8, 9
Meltzer, Gary	H24	H32	8	29, 03, 31, 1, 5, 6, 7, 9
Rapp, Charles	H6	H22	8	29, 30, 31, 2, 5, 6, 7, 8
Roberts, Leonard	H2	H4	1	29

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted seven letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

City and County of San Francisco
Police Department
Hall of Justice
San Francisco, California 94103

May 30, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I wish to inform you of the excellent assistance rendered to officers of my command by the San Francisco Fire Department, Truck 17, on May 28, 1989, at 1590 Yosemite Street.

Potrero District officers had contained a burglary suspect who gained entry to the Seven-Up plant through a second story window. Police Communications summoned the San Francisco Fire Department for assistance in gaining entry to the plant. Captain Robert Demmons, with Firefighters Kai Aspelin, James Cunnie, Michael Hogan, William Hystad and James O'Connor soon arrived.

After inspecting the plant roof with the use of the ladder, it was decided to gain entry to the plant by forcing a side door. Apparently, the suspect was able to view the police and the formidable members of Truck 17 and decided to try an escape through a door to Wallace Street, but he was captured by police.

Due to the assistance rendered by Truck 17 in gaining entry to the plant a burglary suspect was arrested. Furthermore, the entry accommodated by your firefighters afforded police officers a safer entry to the building.

I wish to thank members of Truck 17 for their capable assistance.

Sincerely yours

/s/ by GRANT H. FAHS, Acting Captain
Commanding Officer
Potrero Station

* * * * *

April 19, 1989

Chief Frederick F. Postel
San Francisco Fire Department

Dear Chief Postel:

Wish to thank you and your staff for prompt, efficient and courteous service to the above address. There have been many times in the past three-and-a-half years that we have lived at O'Farrell Towers when your staff has been called day and night. They have always been so efficient and courteous.

Thank you for your cooperation.

/s/ ENID LEUTHOLD
477 O'Farrell Street, #1106
San Francisco, CA 94102

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

April 19, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Tuesday, April 18, 1989, about 2:15 p.m., I came back to my apartment at 250 Parnassus Avenue, Apt. 202, and smoke was coming from the next door apartment 201. Immediately, I called the Fire Department and they arrived "STAT" with three trucks and then the Battalion Chief.

It was lucky I could buzz them into the building and let them in another door. No axes were needed.

The fire escape joins both apartments - kitchen windows - and the firefighters came through my apartment to enter the other one. A firefighter even came up the truck ladder.

This amounted to a lot of smoke, as the neighbor forgot to turn off the stove, and a pan caused all of this. The firefighters were all very nice.

I have no names or badge numbers. The Battalion Chief was in my apartment and I told him I would write a nice letter to compliment all the firefighters who were here. This is all he gave me - Battalion 7 and Station 12. I know this is a firefighter's duty and was I glad to see them. Thanks to the firefighter who picked up my "coconut man" and my crutch. That was kindness and beyond the call of duty.

Hopefully, you will send a copy of my letter to each station.

Sincerely,

/s/ JOAN KIENTZ
250 Parnassus Avenue
San Francisco, CA 94117

* * * * *

John A. O'Connell High School
2905 - 21st Street
San Francisco, California 94110

May 9, 1989

San Francisco Fire Commission
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Commissioners:

On behalf of our school, principal, instructors and all 62 students who attended a fire prevention and safety prevention given by Captain Thomas Nyhan, we would like to say THANK YOU. His way of examples, stories, showmanship, and his plug for the fire department was simply great, and he is all San Francisco Fire Department proud.

Respectfully,

/s/ ROBERT JEVARIAN, Instructor

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

ArtHouse
1095 Market Street, Suite 820
San Francisco, California 94103

May 17, 1989

Cynthia Woo, Fire Safety Insp.
Hazardous Materials Program

Dear Ms. Woo:

On behalf of California Lawyers for the Arts and the State-Local Partnership program of the San Francisco Arts Commission, I would like to thank you for your recent presentation at the "Buying Live/Work Space" seminar at intersection.

As the first of a continuing series, the information you presented regarding the Fire and Health and Safety Codes helped set the tone for subsequent meetings. Your cogent remarks helped the artists present understand the process from the inside, something we are most grateful for.

In addition to these workshops, ArtHouse has also published the attached simplified guidelines regarding the codes for legal live/work units. As we stated in the preamble, this guide is not meant to list ALL the rules regarding development of live/work space - rather it is written to answer the most commonly asked questions.

Please feel free to call us if you need any additional copies.

Sincerely yours,

/s/ MARGIE O'DRISCOLL
Project Manager

* * * * *

American Lung Association
San Francisco

April 20, 1989

Cynthia Woo, Fire Safety Insp.
Hazardous Materials Program

Dear Cynthia:

Thanks ever so much for your informative presentation to our Art Hazards Advisory Committee. The interest generated was great. But, better still, from a health and safety perspective, people listened, asked pertinent questions, and seemed likely to follow your suggestions.

Thanks again.

Very truly yours,

/s/ BARBARA COHRSEN
Occupational/Environmental Health Consultant

* * * * *

Stove Pipe Wells Village
Oeath Valley, California 92328

February 15, 1989

Dear Cynthia:

We would like to say "Thank you," once again for the time and consideration that you extended the Stove Pipe Well Volunteer Fire Department, by attending our meeting February 12, 1989.

Sincerely,

/s/ JUOY SMITH, Secretary

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Certificates of Merit

Presentation of Certificates of Merit to community instructors and uniformed members of the Fire Department for their role in achieving outstanding recruitment results among minority and women firefighter applicants.

Community Instructors

*Women in Apprenticeship
*John Adams Prep School
*John Adams
*John Adams

Eva Clark
Nick Chang
Blanche Baker

McAteer High School Bilingual Dept.
EEO Unit Civil Service
Mission Hiring Hall

Luisa Esquerro
Diana Garica
Eva Cordero

Ellis Hill Hutch Community Center
Ocean Merced Ingleside
Southeast Community College

Millard Larkin
Larry Chew
Patricia Walton

Japanese Community Youth Council
Filipino-American Training Center
*Chinese for Affirmative Action
*Chinese for Affirmative Action

Jeff Mori
Dr. Sofia Prudenciado
Tse Ming Tam
Julie Chan

SFFD Uniformed Members

Lieutenant Rod Bennett
Lieutenant LeRoy Caracter
Lieutenant Bernie Lee
Lieutenant Roland Lee

Lieutenant Federico Sanchez
Lieutenant Aaron Stevenson

Inspector Ernie Li

*Firefighter Rudolph Castellanos

*Firefighter Shelia Jordan

*Firefighter Thomas Lovely

*Firefighter Dudley Wood

Firefighter Anne Young

*unable to attend

Chief Postel acknowledged that the Department's recent recruitment drive was its most successful and that a large part of that success is due to the combined efforts of the San Francisco Fire Department recruitment team and the community groups, both of whom are being honored tonight. Chief Postel personally thanked all those involved, and gave special thanks to Lieutenant Rod Bennet, who coordinated recruitment activities. He asked Lieutenant Bennett to present the Certificates of Merit. Lieutenant Bennett called the names of the community members and presented them with their Certificates of Merit. Chief Postel presented Lieutenant Bennett with his Certificate and once again thanked him for his contributions. Lieutenant Bennett thanked the Chief for his comments, and before calling the names of the San Francisco recruitment team and presenting their certificates, he expressed his pride and appreciation for their efforts, dedication, and sacrifices. Commissioner Quinn requested that a Certificate of Merit be prepared for Maureen Barry who brought a sense of professionalism to the recruitment drive, acknowledging that she did a remarkable job.

4. REGULAR CALENDAR - NEW BUSINESS

C) Formal Complaint

Submitted formal complaint against Firefighter Leonard Harris, dated June 12, 1989, for violations of the Rules and Regulations as follows:

Section 2003 - Details

Section 3912 - Intoxicants/Drugs

Section 3917 - Unauthorized Absence from Stations

Section 3935 - False Reports and False Testimony

President Jefferson directed Secretary Connors to comply with Section 4006 of the Rules and Regulations and inform Firefighter Harris that the trial and hearing will be held July 25, 1989.

D) Reinspection Fees - Collections

Submitted proposed ordinance amending Part II, Chapter IV of the San Francisco Municipal Code (Fire Code), by adding Section 3.104-1 to authorize lien procedures for nonpayment of reinspection fees.

Commissioner Bretz moved and Commissioner Berman seconded.
There were no questions or discussion and the proposed ordinance was adopted on recommendation of Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

E) Mediation Project Proposal

Submitted for discussion a proposed Mediation Program with projected budget for fiscal year 1989-90

President Jefferson commented that this item was continued because, among other things, the Commission had some questions about cost as it relates to the number of people to be trained. He asked Ms. Macklin to begin her discussion from that point and raise any other issues she deems appropriate. Ms. Macklin felt that some of the questions and comments raised by the Commission might reflect a lack of understanding of the true meaning of peer mediation and she wanted to clarify this area. She began by introducing the following members of the Mediation Task Force: Captain Robert Boudoures, Lieutenants Aaron Stevenson and Federico Sanchez and Ms. Brenda Brown, representing the miscellaneous employees. Peer Mediation as planned will not take away anything from the role of the supervisor or company officer, but establish a procedure to solve their conflicts in house; such as, interpersonal and cross cultural conflicts. A major point of concern raised by the Commission is why should eighty-eight (88) people be trained. Fundamentally, the more people that receive the training, the more it is part of the system; the more people will be available on any given day. Also, the volunteers represent all ranks. The proposal attempts to offer an effective, quality program, producing skilled mediators, with a follow-up training component.

Lieutenant Stevenson commented that one of the things that the Mediation Task Force did at the outset was to identify short-term benefits and long-term benefits. The short-term benefits include training eighty-eight (88) peer mediators who will function effectively in the Department. The long-term benefits include the video and the manual, which will assist the officers and firefighters in learning about mediation and developing their own skills. The skilled trainers will eventually assist in training the entire Department. When one looks at the cost of litigation as opposed to the start up cost of peer mediation not much is being spent to develop this innovative program.

President Jefferson commented that the Commission appreciates the effort made by the Mediation Task Force, and believes that peer mediation should be promoted within the Department. The Commission wishes to support the proposal. He felt that instead of beginning with the training of the eighty-eight (88) volunteers that we train the ten or twelve trainers. He acknowledged that this approach would accomplish the same objective though take longer to implement, but that it would be more affordable. Commissioner Quinn agreed with starting small and building up as the needs demonstrate. He thought that it would be more disappointing if the Department trained eighty-eight (88) mediators and there was no work for most of them. Once the caseload is known the program can be expanded. Commissioner Berman commented that because the program is innovative or experimental, it should begin small. Commissioner Bretz thanked Vicki Macklin and her task force for all the work they have done in developing the peer mediation plan. She felt that a major concern was cost, and that beginning with ten or twelve trainers was the way to start, and the budget should be adjusted accordingly.

4. REGULAR CALENDAR - NEW BUSINESS

E) Mediation Project Proposal (Continued)

Captain Boudoures noted that the primary sticking point seems to be the number of people to be trained. Since March the Mediation Task Force has talked among themselves and with outside experts. There is no direct relationship between the program's cost and the number of people to be trained. The largest cost is in developing the program not the number of persons being trained. He felt that training ten persons would be inadequate to deal with the projected problems. If the cost were reduced significantly the program's effectiveness would be reduced considerably. Captain Robert Demmons, President Black Firefighters Association commented from the perspective of having knowledge as to the reasons for including mediation in the Consent Decree. He noted that the original purpose was to have something for a person to turn to rather than filing charges. It wasn't as large and involved as what has been discussed tonight. The executive board of the DFA met with Ms. Macklin and Booker Neal and one of the concerns expressed was establishing criteria for selecting the mediators. He wanted persons to be selected as peer mediators who, over the years, have established credibility. James Ahern, Secretary, Firefighters Local 798 indicated this issue was discussed recently by the executive board of Local 798 and they support and want to promote the concept of mediation. When one hears talk about implementing a quality program, about promoting a positive work environment, minimizing formal complaints, enhancing supervisors' skills, developing communication skills, cross cultural and mediation skills, and training as many persons as possible to work within the fire stations, Local 798 sees that as an advantage and welcomes such a program as a means to improve harmony within the Department.

Mr. Terry Ansler, Executive Director of the Community Board of San Francisco - a neighborhood mediation program - commented that he had an opportunity to meet with the Mediation Task Force on several occasions. Based on his experience, it is very important that people use whatever is set up. To accomplish results takes a real buy in by the persons within the organization. One effect of training a large number of people is that those skills will be used in the fire stations even if, initially, this knowledge is not used in a formal mediation setting. One advantage to having people get experience as mediators first then select them for train the trainer duty is that they bring a wealth of personal experience to the process. Ms. Okanta Leonard asked who would be training the trainers, outside professionals or someone else.

President Jefferson requested that this matter be continued until the meeting of July 11, 1989.

F) Public Comment

Mr. Terry Ansler commented that the Community Board Program, a neighborhood mediation program has over 300 trained volunteers to hear and resolve disputes. If it is ever useful, neighborhood mediation would make itself available without charge to resolve community disputes that may be brought to the attention of fire department personnel. They have worked with referrals from other City departments. Ms. Okanta Leonard commented that, she believes that some members of the Department feel that it might be of interest to have someone from outside the Department assist in mediation.

5. CLOSED SESSION

The Fire Commission met in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089) and Charter Section 3.500(F)(1) to discuss personnel matters.

1200 No action was taken.

There being no further business to come before the Commission, the meeting was adjourned at 2201 hours.

Raymond G. Connors
Secretary

SF
F50
#2
7/11/89

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JOURNAL OF PROCEEDINGS

FIRE COMMISSION

Regular Meeting - Tuesday ~~July 10~~ July 11, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for vacation.

Frederick F. Postel
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
James R. Lynch
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

Arthur W. Kenney
Edward E. Murphy
William G. Richardson

- Division 1
- Division 2
- Division 3

2. Adoption of the minutes of the Regular Meeting of June 13, 1989, and the Special Meeting of June 14, 1989.

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "O") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from three members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Owen, Kenneth Sgt. 1st Class	H2 FF	07/09/89 08/12/89 and 08/13/89	3	CA Army Nat'l Gd. Sharp Army Depot Lathrop, CA	Attend Active Duty Training
Griffin, James Petty Officer	H20 Lt.	07/02/89 thru 07/03/89	2	US Coast Guard Res. Yerba Buena Island, CA	Attend Active Duty Training
Lavelle, David J. Sgt. Major	H10 C/A	09/13/89 thru 09/14/89	2	US Army Reserve Presidio, SF, CA	Attend Active Duty Training

B) Retirements

Communication received from Retirement Board indicating the following member has retired:

		<u>Retirement Date/Age</u>
Perrick, John F. (1 M)	H20 Lieutenant	I/Ois. July 6, 1989 50 (heart attack)

(Note: Retirement Certificate will be presented at Fire Commission meeting of August 22, 1989)

C) Monthly Report - Training

Submitting monthly report from Bureau of Training for June, 1989.

D) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services,, concerning activities performed during June, 1989.

E) Monthly Report - Management Services

Submitting monthly report from Assistant Deputy Chief, Management Services, concerning activities performed during June, 1989.

3. LUNSENI CALENDAR

F) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - JUNE 28, 1989

H30 Captain

Audry Lee
Robert Demmons

G) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - JUNE 27, 1989

1242 Personnel Analyst

Denise G. Cannonier
Cindy G. Monroe

H) Limited Tenure Appointment

Reporting the following LIMITED TENURE appointment:

EFFECTIVE DATE - JULY 1, 1989

H40 Battalion Chief

William E. Ference
(vice: John Flaherty,
retired)

I) Appointment Date

Reporting that the appointment date for George Nelson
H16 Technical Training Specialist has been changed
retroactively from March 23, 1989 to September 25, 1988
as approved by Civil Service Commission by letter dated
June 23, 1989.

J) Non-Civil Service Appointments

Reporting the following NON-CIVIL SERVICE appointment:

EFFECTIVE DATE - JULY 1, 1989

1808 Management Information System Tech I

Susan J. Wong
(vice: Rosa Martinez,
resigned)

3. CONSENT CALENDAR

K) Resignation

Submitting resignation of Probationary Firefighter Kirsten A. Lopez (3F), effective close of business June 27, 1989.
(Approximate length of service - 2 months.
Resigned for personal reasons)

L) Leaves of Absence

Submitting requests for Leaves of absence with pay for the following:

Chief of Department Frederick F. Postel, for 14 days, July 23 through August 5, 1989, in order to attend the Fire Executive Development Course at the National Emergency Training Center, Emmitsburg, Maryland. The estimated cost is \$156 for meals, and is included in the 1989-90 budget. Deputy Chief Michael Farrell will be acting Chief of Department in his absence.

Captain Gilbert Moreno, Bureau of Equipment for 4 days, July 11 through July 14, 1989, in order to go to Simon-Ladder Towers Inc., Euphrata, PA. The trip is for final inspection prior to delivery in accordance with Department's apparatus specifications. The truck is scheduled to leave the factory July 14, if the truck passes inspection. There is no cost to the Fire Department. Travel and lodging are paid by Simon-LTL.

M) Leave of Absence

Submitting request for leave of absence without pay from H10 Chief's Aide Marshall W. Granger, for 27 days (July 2 through July 29, 1989).
Leave requested for personal reasons.

N) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, April 29 through May 12, 1989.

3. CONSENT CALENDAR

0) Temporary Appointments

Reporting having made 31 temporary appointments June 10 through June 23, 1989.

Commissioner Berman moved and Commissioner Quinn seconded. There were no questions or discussion and Items "A" through "O" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

Reported having made 31 temporary appointments during Payroll Period June 10 through June 23, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Condon, Richard	H40	H50	8	10, 11, 14, 15, 17, 18, 21, 22
Blackburn, Richard	H30	H40	2	17, 18
DiGiovanni, Anthony	"	"	8	10, 11, 13, 14, 16, 17, 20, 21
Ference, William	"	"	8	10, 11, 14, 15, 17, 18, 20, 21
Birleffi, Louis	"	"	7	10, 14, 15, 17, 18, 20, 21
Spinetta, Dominic	"	"	9	11, 12, 14, 15, 18, 19, 20, 21, 23
Allen, Richard	H2	H20	10	12, 13, 14, 15, 16, 19, 20, 21, 22, 23
Fuhrman, Paul	"	"	10	12, 13, 14, 15, 16, 19, 20, 21, 22, 23
Jebe, Henry	"	"	2	17, 18
Nolan, Vincent	"	"	2	17, 18
Wilhelm, Roger	"	"	2	17, 18
Bonnie, William	"	"	1	23
Cunnie, Michael	H2	H10	2	17, 18
Flaherty, Stephen	"	"	2	18, 19
Vannucchi, James	"	"	1	13
Mulkeen, William	"	"	6	15, 16, 18, 19, 21, 22
Sellin, Stephen	"	"	2	10, 11
Siragusa, Thomas	"	"	7	10, 12, 13, 15, 16, 18, 19
Elzey, Charles	"	"	1	10
Smith, Justin	"	"	2	10, 11
Rey, Thomas	"	"	2	10, 11
Avanche, Michael	"	"	2	10, 11
Coe, Sara	"	"	2	10, 11
Patterson, Michael	H22	H32	8	12, 14, 15, 16, 19, 20, 21, 22
Elbeck, Roger	H6	H22	8	12, 14, 15, 16, 19, 20, 21, 23
Rapp, Charles	"	"	8	13, 14, 15, 16, 19, 21, 22, 23
Roberts, Leonard	H2	H4	6	14, 15, 16, 19, 20, 21
Meltzer, Gary	H24	H32	10	12, 13, 14, 15, 16, 19, 20, 21, 22, 2
Kucich, Richard	H6	H24	10	12, 13, 14, 15, 16, 19, 20, 21, 22, 2
Murray, Paul	H10	H6	10	12, 13, 14, 15, 16, 19, 20, 21, 22, 2
Carr, Elmer	H2	"	10	12, 13, 14, 15, 16, 19, 20, 21, 22, 2

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted five letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

June 27, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On 6/24/89, at 1800 hours, Ambulance 1-H-85 responded to 2443 41st Avenue. Originally the call came in as a stroke patient, but upon our arrival we found the men of Engine Company 18 doing C.P.R.

The patient arrested just moments after your men arrived. They quickly and correctly began ventilations and shocked the patient one time with their defibrillator. Upon our arrival we found the patient to have a normal electrical rhythm, but unfortunately the patient's heart was not beating.

While under the constant watchful eye of Captain Wayne Mitchell, Firemen Russ Albano and Clarence "Chic" Ruffin continued CPR and monitored the defibrillator. This freed my partner and I to intubate the patient and administer the drugs which we hoped would get the patient's heart to beat in sequence with his existing electrical activity.

Unfortunately, the patient's condition worsened and had to be defibrillated again. Each time your men defibrillated the patient normal electrical activity returned, but without a heart beat. Finally, we decided to transport the patient to U.C. Medical Center. Fireman Ruffin volunteered to continue with the CPR while Fireman Albano drove the ambulance. A short time after arrival, the patient was declared dead.

While I regret we were unable to help this patient, that should in no way detract from the fine job that your men did. Their expertise with your new defibrillator clearly showed in the calm efficient manner in which they used it. As always, their willingness to do the hard dirty jobs like CPR and assisting with the extrication from the house are invaluable during any resuscitation

Please extend to your men my sincere appreciation for all their help.

Sincerely,

/s/ JAMES GREEN
Paramedic 207
Paramedic Division
135 Polk Street
San Francisco, CA 94102

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

May 18, 1989

Fire Chief Fred Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

My husband and I wish to thank the firemen stationed at the Stonestown facility for their prompt, helpful and courteous assistance in response to our call to "911" on Friday morning, January 13.

I had been home from the hospital only a few days following open-heart surgery for the replacement of a mitral valve when serious and sudden complications caused the problem which prompted our need for immediate help.

It is most reassuring to have these dedicated, competent men administer first-aid until the paramedics/ambulance arrive.

Your department should be applauded for providing this valuable service which, I am sure, has helped many, many residents of San Francisco.

Our sincere gratitude!

/s/ MRS. MARGARET H. OUFFY
750 Gonzalez Drive #6C

* * * * *

San Francisco Chamber of Commerce
465 California Street, 9th Floor
San Francisco, CA 94104-1872

June 8, 1989

Richard Allen, Medical Coordinator
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Richard:

On behalf of the San Francisco Chamber of Commerce Crime Prevention and Safety Committee, I would like to thank you for your informative discussion on the Automatic Defibrillation Program.

The members all expressed their satisfaction with the topic and presentation. Please let me know if we may be of assistance.

Again, thank you.

Sincerely,

/s/ CHRIS HILTON
Co Chair

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

College of San Mateo
1700 W. Hillsdale Boulevard
San Mateo, CA 94402

June 11, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

The College of San Mateo Fire Academy would again like to thank the San Francisco Fire Department for the excellent tour of your department.

The Airport Fire Station was very informative, thanks to Captain Raymond Balzarini and his crew. The students and instructors were very impressed by their apparatus and expertise, and the time they spent with us.

The Fire Boat tour is always impressive, thanks to Pilot Bob Costa and Lt. King Cevolani and their crew.

Your Communications Center is always very interesting and impressive. Thank you to Lt. Bill Utikal and Team #3.

We also always find the San Francisco Fire Museum very educational and impressive.

Special thanks again to Lieutenant Paul Fuhrman for his assistance in scheduling our tour.

Our Fire Academy has been fortunate over the years, as we have been able to tour San Francisco Fire Department each semester. We expose many students and instructors to your department and they are always very impressed by the professionalism they are shown. Once again, thank you for the tour.

Sincerely,

/s/ PHIL VAN ORDEN, Captain
Fire Academy Coordinator

* * * * *

June 8, 1989

Mr. Belcher and Staff
Station 40

Dear Mr. Belcher and Staff:

Many thanks for your kindness when I was so ill. You can always depend on the Fire Department. You are the best. I have a spot in my heart for 40 Engine.

Sincerely,

/s/ BERNICE LINDECKER

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

8) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for June, 1989.

- a. There are 192 unfilled positions in the uniformed forces:
- 185 are vacant and 7 represent retirees receiving their accumulated sick pay.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	May	June
Vacation : Annual	25.39	19.80
IOV	6.68	6.67
F/H	2.00	3.00
Compensatory Time	2.90	3.43
Sick Leave	13.16	14.20
Disability	18.06	16.97
Military Leave	.07	.60
Other (LD/CTR)	5.23	4.84
Total	73.49	69.51

- c. The following W.O.O.'s were awarded during the month of June:

11 - H50 Asst. Chiefs, for 24 hrs	1 - H32 Captain	BFP, for 4 hrs
16 - H40 Batt. Chiefs, for 24 hrs	1 - H4 Inspector	BFP, for 8 hrs
44 - H30 Captains, for 24 hrs	3 - 6281 FSI-II	BFP, for 10 hrs
235 - H20 Lieutenants, for 24 hrs	2 - 6280 FSI-I	BFP, for 10 hrs
59 - H10 C/Aides, for 24 hrs		
1320 - H2 Firefighters, for 24 hrs		

- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

128 - Triple Combination Pumps
16 - Aerial Ladder Trucks
10 - Miscellaneous Vehicles

- ii) The following apparatus were out of service and under repair at Central Shops:

6 - Triple Combination Pumps
3 - Aerial Ladder Trucks
5 - Miscellaneous Vehicles

- iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:

2 - Triple Combination Pumper
0 - Aerial Ladder Truck
0 - Miscellaneous Vehicle

- iv) The following apparatus were available for relief purposes:

3 - Triple Combination Pumps
0 - Aerial Ladder Truck
3 - Aerials as city service trucks (no aerial)

- v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ FREDERICK F. POSTEL
Chief of Department

Commissioner Berman moved and Commissioner Quinn seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

Commissioner Quinn noted that the Commission just received a progress report from Secretary Connors concerning aerial ladder testing. The report noted that three more ladders will be tested next week bringing the total to five ladders. Commissioner Quinn thought that almost all the trucks had been tested. Chief Postel replied that the number five is part of a total of fourteen that had to be tested. Commissioner Quinn thought the testing schedule was slow. Assistant Chief Lynch indicated that the testing schedule of no more than two trucks at a time is purposely conservative to avoid the possibility of having too many ladders out of service simultaneously. All fourteen ladders should have been tested by the end of August if the testing contractor can follow our schedule.

There were no further questions or discussion and the monthly report of Chief of Department was adopted.

C) Probationary Appointment

Reported the following PROBATIONARY appointment:

EFFECTIVE DATE - JULY 1, 1989

H30 Captain

Richard Armstrong (2 M)
(vice: William Ference,
apptd L/T H40 Batt. Chief)

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the report of probationary appointment was adopted on recommendation of Chief of Department.

Chief Postel invited Captain Armstrong to step forward. Chief Postel briefly summarized the assignments held by Captain Armstrong during his service with the Department, noting that his most recent assignment has been at the Division of Training where he has assisted in training three classes of probationary firefighters. Chief Postel administered the oath of office and pinned on the badge of office. Captain Armstrong was congratulated by members of the Commission. He introduced his wife and thanked Chief Postel and the Fire Commission.

4. REGULAR CALENDAR - NEW BUSINESS

D) Permanent Exempt Appointments

Reported the following PERMANENT EXEMPT appointments:

EFFECTIVE DATE - JULY 1, 1989

HIO Chief's Aide

William A. Mulkeen (1 M)
(vice: Eugene Gard,
retired)

Paul L. Fuhrman (1 M)
(vice: Grover Kenney,
retired)

Commissioner Quinn moved and Commissioner Bretz seconded.
There were no questions or discussion and the report of permanent exempt appointments was adopted on recommendation of Chief of Department.

Chief Postel invited Chief's Aide Fuhrman to step forward. Chief Postel briefly summarized the assignments held by Chief's Aide Fuhrman during his service with the Department, noting that he has served as Administrative Officer to the Chief of Department for the past three years. Chief Postel administered the oath of office and pinned on the badge of office. Chief's Aide Fuhrman was congratulated by members of the Commission. Chief's Aide Fuhrman thanked Chief Postel, the Fire Commission, his family, and the people whom he works with at headquarters.

Recess : 1825-1845

E) Mediation Project Proposal

[Continued from 06-13-89 and 06-28-89]

Submitted for discussion a proposed Mediation Program with projected budget for fiscal year 1989-90.

President Jefferson announced that this item will be discussed in closed session (Item No. 5) and the Commission will return to public session to announce its action.

Note: Fire Commission met in closed session from 1845 to 1910. No action was taken. President Jefferson directed that this item be recalendared for its meeting of July 25, 1989.

4. REGULAR CALENDAR - NEW BUSINESS

F) Status of EEO Complaints

Report from Assistant Deputy Chief Frank Scales on status of EEO Complaints.

Assistant Deputy Chief Scales reported that only one EEO complaint was filed during last month. Subsequently, the complaint was withdrawn by one party, after mediation.

Commissioner Quinn noted that when Assistant Deputy Chief Scales submits this report to the Commission that he lists the names of the parties to a complaint and wondered if this procedure protects confidentiality. Assistant Deputy Chief Scales replied that this report only goes to the Commission and is not a publicly distributed document. Commissioner Berman suggested that in the future the report be marked "Confidential".

G) American Transcontinental Relay Race

Presentation from Captain Dominic Spinetta requesting Fire Commission support for American Transcontinental Relay Race - a cross country relay race beginning in San Francisco on September 11, 1989 to enlist the support of all Americans in solving the problems of drug abuse and alcoholism.

Before Captain Dominic Spinetta and Lieutenant Anthony Stefani began their presentation, Commissioner Quinn advised his colleagues that this item was placed on the agenda at his request. After having talked to Captain Spinetta, Commissioner Quinn felt that it would be an issue that would be of great interest to his colleagues as it supports a good cause that the Commission has discussed frequently; that is solving problems in the area of drug abuse and alcoholism. Captain Spinetta indicated that both he and Lieutenant Stefani and 18 other individuals will be involved in a cross country relay race, beginning on the steps of City Hall on September 11 and finishing at the White House. This relay race will benefit a drug abuse and alcoholism program. Governor Dukemajin is the chairperson of this event which is also sponsored by Senator Peter Wilson and Congresswoman Barbara Boxer. It is anticipated that this event will be highly publicized and there is a possibility that President Bush, a renowned jogger, will join the relay team for the last few miles in Washington, D.C. Throughout the states, boy scouts, girl scouts, rotary clubs, political leaders and other civic organizations will be involved as well. Captain Spinetta suggested that it might be appropriate for the City and County of San Francisco and the San Francisco Fire Department to express its support for this effort. He thought it would be a good opportunity to generate publicity for the San Francisco Fire Department and the City and County of San Francisco. Captain Spinetta said that there is no minimum dollar requirement to support this event.

Commissioner Quinn suggested that the Fire Commission endorse this very worthwhile event tonight and communicate its support to the Mayor and ask for the assistance of his office in providing funds and additional support. Perhaps the Mayor could call upon the citizens of San Francisco, through their individual contributions, to support the race. He also thought that it would be helpful to request the Chief, and perhaps St. Francis Hook & Ladder Society to provide equipment at City Hall prior to the race's start.

4. REGULAR CALENDAR - NEW BUSINESS

G) American Transcontinental Relay Race (Continued)

Lieutenant Stefani indicated that another unique feature of this race is that there were no other firefighters in the country who are participating. The other 18 participants are all world class runners, and it is quite a tribute to be associated with these individuals. The goal is to raise \$5 million as well as to break the current record of the American Transcontinental Relay Race. The existing record is 11 days and 15 hours. Commissioner Berman asked Captain Spinetta to provide him with some correspondence concerning this event and he will see that his company makes a good size contribution.

Commissioner Quinn moved, seconded by Commissioner Bretz, to endorse the American Transcontinental Relay Race, recognize the participation of the two San Francisco firefighters (Captain Dominic Spinetta and Lieutenant Anthony Stefani), and request the Chief to provide support in the form of some equipment and also request that the Mayor's Office lend its support and assistance.

President Jefferson offered to have some T-shirts made to be presented at the conclusion of the race.

Commissioner Quinn noted that this program is quite unique that it is not a direct intervention program. It proposes to establish a national hotline which would provide information to people concerning the availability of drug abuse and alcohol treatment facilities throughout the United States. It would also encourage additional research and the development of new programs to combat this very serious problem.

There were no further questions or discussion and the motion was unanimously adopted.

H) Retirement Certificates

Reported Awards of Honorable Service to the following members:

	<u>Type of Retirement</u>	<u>Years of Service</u>	<u>Date of Retirement</u>
Lieutenant John F. Brajkovich	Ind. Dis.	25	Mar. 04, 1989
Lieutenant John J. Walsh	Ind. Dis.	29	Mar. 10, 1989
Firefighter Steven A. Guerrazzi	Ind. Dis.	9	Jan. 14, 1989

Chief Postel invited Firefighter Steven Guerrazzi to step forward and receive his Retirement Certificate. Chief Postel briefly summarized his service with the Department and presented the certificate. Firefighter Guerrazzi was congratulated by members of the Fire Commission. He introduced his wife, mother and father.

President Jefferson instructed Secretary Connors to mail the retirement certificates to the retirees who are not present tonight.

4. REGULAR CALENDAR - NEW BUSINESS

I) Public Comment

No comments were made by the public.

5. CLOSED SESSION

The Fire Commission met in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP), and Charter Section 3.500(f)(1) to discuss personnel matters.

1910-2209

No action taken.

There being no further business to come before the Commission, the meeting was adjourned at 2210 hours.

Raymond G. Connors
Secretary

JUL 3 4 1989

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No. 89-22

JOURNAL OF PROCEEDINGSFIRE COMMISSIONSpecial Meeting - Friday July 14, 1989 - 0900 Hours

260 Golden Gate Avenue - Room 201

ITEM
110.

1. On Roll Call, the following were noted present:
- President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for vacation.

Frederick F. Postal - Chief of Department

2. Closed Session

The Fire Commission met in closed session pursuant to the State of California Government Code, Section 54957.6 - Labor Negotiations (Ralph M. Brown Act). The purpose of this meeting is to advise and instruct its representatives as to its position concerning labor negotiations with Firefighters Local 798.

0930-1020

The Fire Commission received a report from its representatives concerning the status of labor negotiations with the San Francisco Firefighters Association, Local 798, and provided directions to its representatives on the future course of these negotiations.

There being no further business to come before the Commission, the meeting was adjourned at 1021 hours.

Raymond G. Connors
Secretary

AUG 8 1989

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No. 89-23

JOURNAL OF PROCEEDINGSFIRE COMMISSION

Regular Meeting - Tuesday ~~July~~ July 25, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

Vice President John W. Keker
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

President James O. Jefferson was excused for business reasons.

Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Acting Chief of Department
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
Gary L. Musante

- Fire Prevention
- Training

Chief Officers - Firefighting Service:

William M. Shaugnessy
Charles W. Zerbe
William G. Richardson, Jr.

- Division 1
- Division 2
- Division 3

2. Adoption of the minutes of the Regular Meetings of June 23 and July 11, 1989, and the Special Meeting of July 14, 1989.

Commissioner Bretz moved and Commissioner Berman seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "J") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Frisella, David Warrant Officer	H40 B/C	07-15-89 thru 07-16-89	2	US Marine Corps NAS Alameda, CA	Attend Active Duty Training

B) Retirements

Communications received from Retirement Board indicating the following members have retired:

				<u>Retirement Date/Age</u>
Kall, Ronald A.	1 M	H20	Lieutenant Service	Jul. 14, 1989 54
Bogue, James M.	1 M	H2	Firefighter I/Dis. (Neck, Lower Back & Legs)	Jul. 03, 1989 59
Noethig, Michael J.	1 M	H2	Firefighter I/Dis. (Heart Attack)	Aug. 12, 1989 47
Wikstrom, John M.	1 M	H2	Firefighter I/Dis. (Heart Disease)	Jul. 02, 1989 42
Furnanz, George T.		7205	Chief Sta. Service	Apr. 01, 1989 65
Ferreira, Clement		7344	Sta. Engr. Service	Apr. 29, 1989 66

(Note: Retirement Certificates will be presented at Fire Commission meeting in August, 1989)

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during June, 1989.

D) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - JULY 9, 1989

H30 Captain

George W. Maloney

3. CONSENT CALENDAR

F) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - JULY 1, 1989

8247 Emergency Planning Coordinator

Carl B. Koon

EFFECTIVE DATE - JULY 17, 1989

1424 Clerk Typist

Evamarie D. Atijera

F) Resignation

Submitting resignation of 1426 Senior Clerk
Typist Althea Gibson, effective close of business
July 10, 1989.
(Resignation was with "unsatisfactory service."
Approximate length of service - three months.)

G) Leave of Absence

Submitting request for leave of absence with pay
for Captain Gary Meltzer, Bureau of Fire
Investigation, for six days, July 29 through
August 3, 1989, in order to attend the Western
Fire Chiefs Association annual meeting in Tucson,
Arizona. There is no cost to the City.
Transportation and lodging are paid by the
California Fire Chiefs Association, and
Captain Meltzer is not replaced.

H) Leave of Absence

Submitting request for leave of absence without
pay from H2 Firefighter Leonard Harris, for one
year, June 25, 1989 through June 25, 1990. Leave
requested for personal reasons.

3. CONSENT CALENDAR

I) City Attorney

Submitting communications from Ray King, Chief, Bureau of Claims, City Attorney's Office, concerning settlement of the following claims:

AVIS RENT A CAR, in the amount of \$998.68.
Claim arises out of automobile damage occurring on March 14, 1989, at Washington and Stockton Streets, S.F., CA.
(Acc : 23-8g (P); Engine 13;
Dff : Lt. Gerald Fennell;
Drv : FF Daniel Armenta)

JDHN LIU, in the amount of \$127.58.
Claim arises out of automobile damage occurring on May 12, 1989, at Phelan and Dcean Avenues, S.F., CA.
(Acc : 42-8g (P); ALF, Engine 15;
Off : Lt. Francis Loughran;
Drv : FF Medrick Bullock)

J) Temporary Appointments

Reporting having made 27 and 30 temporary appointments June 24 through June 30, 1989, and July 1 through July 7, 1989, respectively.

Commissioner Berman moved and Commissioner Quinn seconded. "J"
There were no questions or discussion and Items "A" through "J" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

Reported having made 27 temporary appointments during Payroll Period June 24 through June 30, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Condon, Richard	H40	H50	4	26, 27, 29, 30
Shannon, Victor	"	"	2	28, 29
DiGiovanni, Anthony	H30	H40	5	24, 25, 27, 28, 30
Ference, William	"	"	4	25, 26, 28, 29
Rirleffi, Louis	"	"	5	24, 25, 27, 28, 30
Spinetta, Dominic	"	"	4	24, 26, 27, 30
Allen, Richard	H2	H20	4	26, 27, 28, 29
Fulcrum, Paul	"	"	5	26, 27, 28, 29, 30
Bonnie, William	"	"	2	24, 30
Siragusa, Thomas	"	"	2	24, 25
Carlomagno, Joseph	"	"	2	24, 25
McCloskey, John	"	"	1	30
Flaherty, Stephen	H2	H10	2	28, 29
McCrystle, Eileen	"	"	4	24, 25, 26, 27
Molinari, Raymond	"	"	2	25, 26
Mulkeen, William	"	"	6	25, 26, 28, 29, 29, 30
Siragusa, Thomas	"	"	2	28, 29
Patterson, Michael	H22	H32	4	26, 27, 28, 29
Rapp, Charles	H6	H22	4	26, 27, 28, 30
Elbeck Roger	"	"	4	26, 27, 28, 29
Correa, Antonio	H2	H4	4	26, 27, 28, 30
Lavelle, Michael	H10	"	4	26, 82, 29, 30
Roberts, Leonard	H2	"	3	26, 27, 28
Meltzer, Gary	H24	H32	5	26, 27, 28, 29, 03
Kucich, Richard	H6	H24	5	26, 27, 28, 29, 30
Murray, Paul	H10	H6	5	26, 27, 28, 29, 30
Carr, Elmer	H2	"	5	26, 27, 28, 29, 30

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

Reported having made 30 temporary appointments during Payroll Period July 1 through July 7, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Barden, Daniel	H40	H50	2	5,6
Condon, Richard	"	"	4	2,3,6,7
Dale, Gary	H30	H40	2	2,3
DiGiovanni, Anthony	"	"	3	1,5,6
Langley, George	"	"	2	6,7
Birleff, Louis	"	"	4	1,4,5,7
Spinetta, Dominic	"	"	5	1,4,5,7
Gonzalves, Kevin	H20	H30	1	6
Allen, Richard	H2	H20	5	3,4,5,6,7
Fuhrman, Paul	H10	"	5	3,4,5,6,7
Bonnie, William	H2	"	1	1
McCloskey, John	H10	"	1	1
Wilhelm, Roger	H2	"	1	6
Wilson, Joseph	"	"	1	6
Cunnie, Michael	H2	H10	4	2,3,5,6
Flaherty, Stephen	"	"	4	1,2,5,6
McCrystle, Eileen	"	"	1	7
Siragusa, Thomas	"	"	4	3,4,6,7
Bourke, Bernard	"	"	2	4,5
Patterson, Michael	H22	H32	4	3,4,5,6
Rapp, Charles	H6	H22	4	3,4,5,6
Elbeck, Roger	"	"	4	4,5,6,7
Correa, Antonio	H2	H4	4	3,4,5,6
Lavelle, Michael	H10	"	4	3,4,5,7
O'Brien, Edward	H10	"	3	5,6,7
Roberts, Leonard	H2	"	3	5,6,7
Meltzer, Gary	H24	H32	5	3,4,5,6,7
Kucich, Richard	H6	H24	5	3,4,5,6,7
Murray, Paul	H10	H6	5	3,4,5,6,7
Carr, Elmer	H2	H6	1	7

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Formal Hearing (Cont'd from Meeting of 06-28-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on June 12, 1989, against Firefighter Leonard Harris, charging him with violations of the Rules and Regulations as follows:

Section 2003 - Details

Section 3912 - Intoxicants/Drugs

Section 3917 - Unauthorized Absence from Stations

Section 3935 - False Reports and False Testimony

Deputy Chief Boscacci summarized the events which led to Chief Postel's decision to file a formal complaint against Firefighter Leonard Harris on June 12, 1989. Firefighter Harris has submitted a request for a one-year leave of absence without pay to deal with his problem. Chief Postel has granted the request, and Firefighter Harris has joined the Delancy Street program. Based on these facts, Deputy Chief Boscacci recommended that the Commission continue this matter, pending successful completion of the program and that when he returns to duty that the matter be recalendared. Acting President Keker asked if the Commission is losing any options by continuing the disciplinary hearing. Deputy Chief Boscacci answered no.

Commissioner Bretz moved, seconded by Commissioner Quinn, that the request for one year leave of absence be approved and the formal hearing be continued with the understanding that by so doing the Commission gives up none of its options. There were no further questions or discussion and the motion was unanimously adopted.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted five letters commending members of the Department for response to requests for assistance or emergencies.

Acting President Keker directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

July 7, 1989

TO: Chief Frederick Postel
San Francisco Fire Department

FRDM: Bill Lee, Asst. Chief
Environmental Health, Toxics
Department of Public Health

SUBJECT: Commendation of 475 Sansome Street
Asbestos Incident

On behalf of the Department of Public Health, I would like to commend the Fire Department on their conduct at an asbestos incident at 475 Sansome Street. Because of the actions of the firefighters who responded to this incident, our paramedics were able to avoid exposing themselves to asbestos unnecessarily. This incident demonstrates the increased proficiency that the Fire Department has gained in responding to hazardous materials incidents.

On June 16, 1989, paramedics responded to a call at 475 Sansome Street where asbestos abatement was being conducted. The victim had reportedly fallen from a scaffold. Upon arriving at the scene, fellow employees of the victim demanded that the paramedics enter the abatement area to treat the victim. The paramedics were reluctant to enter the area because of the potential exposure to asbestos. Firefighters, who arrived a few minutes later, indicated to the paramedics that they would enter the abatement area. Under the direction of Battalion Chief John Hickey, firefighters donned appropriate personal protective equipment, entered the abatement area, and retrieved the victim. The paramedics were then able to treat and transport the victim. Firefighter clothing was then decontaminated. Subsequently, it was found that the victim had suffered a drug overdose.

We would like to acknowledge the fire department's role in this incident and commend your firefighters for addressing the exposure problem for our departmental personnel. We would also like to take this time to acknowledge the proficiency that the Fire Department has gained in responding to hazardous materials incidents over the last few years. Richard Lee, Senior Industrial Hygienist, has noted that Fire Department first responders have been able to recognize the potential for chemical hazards and have isolated areas when needed. The Fire Department HazMat Team has been able to handle hazardous material incidents competently. This signifies that the first responder, incident commander and emergency response trainings have been effective.

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

City of Philadelphia
Personnel Department
600 Municipal Services Building
Philadelphia, Pennsylvania 19102

June 19, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I would like to express the appreciation of both the Personnel and the Fire Departments to you and the San Francisco Fire Department for permitting Battalion Chief John Harris and Captain Robert Oemmons to assist the City of Philadelphia by serving as panel members during the recently held Fire Captain and Fire Lieutenant promotional oral examinations.

The cooperation and expertise of Battalion Chief Harris and Captain Oemmons in helping us evaluate the candidates for these important public safety positions constituted a positive contribution towards more efficient municipal government. I hope that Battalion Chief Harris and Captain Oemmons both enjoyed and profited from their experience of participating as panel members.

I thank you and Battalion Chief Harris and Captain Oemmons for your assistance in this endeavor.

Sincerely yours,

/s/ ORVILLE W. JONES, Personnel Director
ROGER ULSHAFFER, Fire Commissioner

* * * * *

June 16, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On May 4, I suffered a heart attack while teaching at Ulloa School. The school staff called the fire department and a company responded immediately. When I was given oxygen the intense pain immediately eased and greatly relieved my anxiety as well. I am certain that the quick response of your men and the subsequent ambulance medics were crucial factors in my recovery without any serious heart damage.

Please convey my deepest regards to the men of that station for their fine devotion to duty.

Sincerely,

/s/ DOUGLAS BUTLER
133 Adrian Avenue
So. San Francisco, CA 94080

* * * * *

5. REGULAR CALENOAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Black and White Ball
San Francisco, California 94102

June 1, 1989

Lieutenant Walter Baine
San Francisco Fire Department
Bureau of Fire Prevention
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Lieutenant Baine:

On behalf of the San Francisco Symphony and the Black and White Ball production team, we would like to thank you for all your help and support with The Black and White Ball 1989 ... our greatest success ever! Everyone agrees that this year's Ball was by far the most spectacular and more importantly, it helps support our great Symphony and its outreach programs.

I personally can not even begin to thank you not only for your sage advice but also for your marvelous cooperation in planning for this event. Thanks to you and the other San Francisco Fire Department officials we were able to plan a very thorough and safe event for thousands of Bay Area citizens.

You were truly wonderful to work with and we really appreciate your guidance in helping us make the 1989 Black and White Ball such a tremendous success. I thank you and I know the San Francisco Symphony joins me in expressing their heartfelt thanks.

We look forward to working with you again in the future.

Sincerely,

/s/ RITA BARELA, Producer

* * * * *

California Scooter
640 Stanyan Street
San Francisco, California 94117

June 1, 1989

San Francisco Fire Department
San Francisco, CA 94102

Dear Friends:

Once again I find myself grateful to our City's greatest asset (you guys!!). We are convinced that San Francisco has the best fire department in the country.

On Memorial Day (May 29), we suffered a fire at our store. The San Francisco Fire Department's skill and expertise was displayed by the speedy response to extinguish the fire and care taken to save the merchandise from further damage.

We understand that Stanyan Street, Grove Street and 16th Avenue stations responded to our disaster. Please make sure they are aware of how much we appreciate everything they have done and do to protect and preserve our store and neighborhood.

Many thanks again.

/s/ LISA, JON, JENNY & LUCRETIA RAUH

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

B) Mediation Project Proposal

(Cont'd from Meetings of 06-13-89, 06-28-89 & 07-11-89)

Submitted for discussion and adoption a proposed Mediation Program and a request for supplemental appropriation in the amount of \$99,700 to fund the program for 1989-90.

Commissioner Quinn moved and Commissioner Bretz seconded.

Ms. Victoria Macklin, Manager, Human Resources, was asked to come forward and respond to any questions that the Commission might have.

Commissioner Quinn noted that the supplemental appropriation of \$99,700 was less than the amount of \$145,600 recommended by the Mediation Task Force, and wondered what items have been deleted. Ms. Macklin indicated that instead of having four training sessions with 20 persons per session there will be three training sessions with approximately 27 persons per session. The other reduction relates to video costs. The initial proposal contained \$30,000 for video costs outside the Department whereas this video component will now be done in house. The training format and the publication of the manual are retained in the supplemental appropriation, and 88 volunteers will be trained.

There were no further questions or discussion and the supplemental appropriation was adopted by a vote of 3-1, with Commissioner Berman dissenting.

Prior to his dissenting vote, Commissioner Berman indicated that he was not against mediation but, in his opinion, that the scope of the program is too large. Commissioner Quinn thanked Ms. Victoria Macklin and the members of the Mediation Task Force for a job well done.

C) Charter Amendment - Pay for Retirees

Submitted for discussion and adoption proposed Charter Amendment (File No. 221-89-1) granting retired firefighters and police officers mid-year pay raises.

Commissioner Bretz moved and Commissioner Quinn seconded.

Acting President Keker inquired if anyone wished to address this item. Acting Chief Farrell indicated that he had no recommendation. No other members from the audience responded. Acting President Keker inquired if anyone from the Mayor's budget staff was present to express the Mayor's views on this Charter amendment. No one was present.

Commissioner Berman suggested that Secretary Connors summarize the important points of this amendment, including the costs. Secretary Connors replied that by letter dated July 18, 1989, the Controller estimated that the annual increased cost would be approximately \$500,000. The major change in this amendment would be to grant retirees mid-year raises if current firefighters and police officers receive those pay raises. As it is now, retirees get a pay raise based on rates in effect as of July 1 of any fiscal year, whereas current firefighters and police officers may receive mid-year pay raises if any of the California cities included in the salary survey receive a mid-year pay raise. Under that situation, retirees would have to wait until the following July 1. Commissioner Bretz indicated that she did not feel comfortable voting on this item without additional budgetary input.

5. REGULAR CALENDAR - NEW BUSINESS

C) Charter Amendment - Pay for Retirees (Continued)

James Ahern, Secretary, Local 798, indicated that he did not wish to comment at this time as the Executive Board of Local 798 has not yet taken a position on this Charter amendment. He noted that this Charter amendment would correct the oversight of the Charter amendment which grants mid-year pay raises to active firefighters and police officers rather than both active and retired firefighters and police officers. Mr. Ahern indicated that he anticipated that the Executive Board would take a position on this before August 8, 1989, at which time he would report Local 798's recommendation to the Commission. Commissioner Quinn asked who sponsored this Charter amendment. Mr. Ahern replied that it was sponsored by retired City employees.

Acting President Keker directed that the matter be continued to the meeting of August 8, 1989.

D) Charter Amendment - MOU Benefits

Submitted for discussion and adoption proposed Charter Amendment (File No. 254-89-1) establishing a sick leave incentive plan, a 30/90 percent disability plan for Tier II firefighters, and premium pay for new ranks in accord with the recently negotiated Memorandum of Understanding between the City and Firefighters Local 798.

Note: The Fire Commission met in closed session from 1915-2025 to discuss Calendar Item 5.D). At 2058 hours, they went into public session to take action.

Commissioner Quinn moved and Commissioner Bretz seconded that the item be tabled. There were no questions or discussion and the motion was unanimously adopted.

E) Memorandum of Understanding

Submitted for discussion and adoption a three-year Memorandum of Understanding between the City and Firefighters Local 798.

Note: The Fire Commission met in closed session from 1915-2025 to discuss Calendar Item 5.E). At 2058 hours, they went into public session to take action.

Commissioner Berman moved and Commissioner Quinn seconded that the item be tabled. There were no questions or discussion and the motion was unanimously adopted.

F) Office of Emergency Services (Cont'd from Meeting of 06-13-89)

Presentation by Mr. Thomas Jenkin, Director, Office of Emergency Services (DES), and Battalion Chief Gregory Abell, Earthquake Coordinator, concerning DES-related questions raised by the Fire Commission during its meeting of June 13, 1989.

Acting President Keker welcomed Mr. Thomas Jenkin and Battalion Chief Gregory Abell, and asked them to take a seat at the table. He further noted that before hearing responses on the specific questions that were raised by the Fire Commission during its meeting of June 13, 1989, he indicated that the Commission is attempting to place into focus the question of earthquake preparedness and Fire Department's planning related to that preparedness. Naturally, this focus would be much larger than the three questions that will be discussed tonight. To accomplish this, it will be necessary to determine from Battalion Chief Abell and others during a future meeting - perhaps the second meeting of August - the status of the Fire Department's earthquake preparedness; how the Fire Department envisions its role in this area with the DES and other City departments. This will allow the Commission to determine how well prepared the Fire Department is to meet the challenges of an earthquake. Subsequent to that meeting it may be appropriate to take a broader look into this issue which would involve the leading role of Mr. Jenkin as the Director of DES. This meeting would include the Mayor's Office, DES, other City departments and other City agencies that participate in DES disasters. In this light, Acting President Keker indicated that tonight's discussion should be brief as the Commission will probably save most of its questions to the subsequent meeting just referred to.

Mr. Jenkin distributed a two-page report which dealt with two of the issues that he was responsible for discussing: use of helicopters and the Fire Commission's role in assisting the DES in doing its job, including bringing appropriate requests and issues to the attention of the Mayor. Concerning helicopters, he noted that there was only one agency with helicopters with searchlight capability, and it is the Highway Patrol. Most helicopters have landing lights, but the consensus was that they were not bright enough for searchlight purposes. He noted that at a meeting he held with the Sixth Army after the last Fire Commission discussion of this subject, some positive results have occurred. He is working on developing an agreement with the Presidio to enable the Sixth Army Command to respond to certain emergency situations that might occur in San Francisco. He noted that the Commander's No. 1 priority will be for the Presidio.

Commissioner Quinn asked Mr. Jenkin about the availability of private helicopters. Mr. Jenkin indicated that their availability is quite limited, citing one source as Lou Hurley of Marin County. There are other aviation companies in the Bay Area, but their helicopters generally are not situated here.

He commented that the second question dealt with what the Commission could do to assist the DES in its relationship with the Mayor's Office. He thought it was important to reiterate to the Mayor's Office and, in fact, all City departments exactly what the role of DES is; that it is much broader than dealing with earthquakes; it is an integrated emergency management system. Acting President Keker said that this is the type of question the Commission wants to revisit in a more in-depth discussion. Mr. Jenkin thought that at the future meeting it might be appropriate for him to present a concise version of what the earthquake preparedness is all about. In response to a question, Acting Chief Farrell suggested that the Department would be ready to discuss this matter at its second meeting in August.

5. REGULAR CALENDAR - NEW BUJINFSS

F) Office of Emergency Services (Continued)

Acting President Keker suggested that Battalion Chief Abell be prepared to respond to a discussion of the Fire Department's plans for disasters and how these plans will be implemented. Battalion Chief Abell is encouraged to discuss as many disaster scenarios as he wishes; such as, fire, rescue, toxic spills, earthquake, etc.

James Ahern, Secretary, Local 798, asked to comment on this issue. He noted that some of the concerns that Local 798 has in this area include: concerning earthquake preparedness, he requested that Mr. Jenkin and Battalion Chief Abell in their planning consider the impact that the current daily staffing would have on the Department's ability to carry out these plans, particularly if the Department's reduction to 296 officers and firefighters occurs. He commented that related to this is how the City plans to transport its firefighters back to San Francisco. Another concern was the seismic condition of fire stations and how that condition impacts the health and safety of the firefighters as well as their ability to deliver services in case of a major earthquake.

He commented that next month a book is scheduled for release entitled "Denial of Disaster" in which former Chief of Department Emmet Condon is quoted as saying "... that in terms of the potential fire hazards the City is still in danger; that the City is unprepared to combat fire storms." Some of the problems he refers to are the hills, row houses, lack of trained citizenry, winds, and insufficient daily staffing.

Mr. Ahern next made reference to the highrise fire two years ago in the Interstate Bank Building in Los Angeles where more than 300 firefighters were required to extinguish a fire. He noted that a newspaper article right after the fire mentioned that the communications system broke down and that running couriers became the only means of communication in this 62-story building. He wondered what would happen in San Francisco during a major earthquake when multiple fires occur in several highrise buildings simultaneously. He commented that as recently as last May, a committee of the Board of Supervisors had called a special meeting to determine the City's preparedness for an earthquake. At that meeting, Mr. Richard Eisner, Director of the Governor's Office of Emergency Services, expressed some of his concerns about San Francisco preparedness. He suggested that this man be consulted. Acting President Keker suggested that it would be helpful if someone could provide the Commission with any information which would indicate what other City agencies or Commission have recently met to discuss this and similar disaster-related issues. He thought that it also could be helpful if someone contact Mr. Eisner to get his input.

Commissioner Quinn raised the question about the City code that empowers the Fire Chief to have a reserve force of up to 800 people. He would like to get a handle on some of the costs that might be incurred if the Fire Department attempted to recruit, train and maintain a reserve force of approximately 800 people. Commissioner Quinn thought that it would be a good idea to recruit citizens on a block-by-block basis to do rescue work and other tasks as part of a response to an earthquake. Mr. Ahern noted that students would be available for this function but that it would be necessary to have professionally trained firefighters available to direct and supervise. It would also be helpful to determine the availability of the heavy equipment for use in earthquake rescue and street access.

5. REGULAR CALENDAR - NEW BUSINESS

G) Public Comment

Mr. Marvis Phillips, a resident of the Tenderloin District who assists the fire and police departments in directing traffic during fires that occur in the Tenderloin area, asked to make some comments. He supported Commissioner Quinn's contention that citizens should be trained for fire and earthquake safety. He thought this concept would be particularly useful in the Tenderloin where many seniors reside. He noted that the Northeast Community Advisory Board Mental Health Services had its annual meeting on June 17, 1989. There was a slide show and discussion on earthquake safety as well as a description of the community services they provide. He commented further that last month there was a serious fire at 450 Jones Street and wanted to learn the identification of the firefighting units involved. He wanted to write to the Mayor's Office requesting that these units be considered for an award for merit for the outstanding services they performed at that fire. They saved many persons during that emergency. Assistant Chief William Shaughnessy, who was the incident commander at that fire, commented that recommendations for meritorious awards for several truck companies have been submitted to the Merit Advisory Board for their consideration.

Commissioner Bretz thanked Mr. Phillips for volunteering to direct traffic at fire scenes in the Tenderloin.

6. CLOSED SESSION

- A) The Fire Commission met in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

2027-2056

No action was taken.

- B) The Fire Commission met in closed session pursuant to the State of California Government Code, Section 54957.6 - Labor Negotiations (Ralph M. Brown Act). The purpose of this meeting is to advise and instruct its representatives as to its position concerning labor negotiations with Firefighters Local 798.

1915-2025

The Fire Commission received a report from its representatives concerning the status of labor negotiations with the San Francisco Firefighters Association, Local 798, and provided directions to its representatives on the future course of these negotiations.

There being no further business to come before the Commission, the meeting was adjourned at 2100 hours.

Raymond G. Connors
Secretary

DOCUMENTS DEPT.

AUG 28 1989

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No. 89-24

-SF
JOURNAL OF PROCEEDINGS

FIRE COMMISSION

Regular Meeting - Tuesday August 8, 1989 - 1730 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Vice President John W. Keker
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Commissioner Henry E. Berman was excused because of illness in family.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina

- Fire Prevention

Chief Officers - Firefighting Service:

Frank T. Blackburn
Richard E. Condon
William G. Richardson

- Division 1
- Division 2 (Acting)
- Division 3

2. Adoption of the minutes of the Regular Meeting of July 25, 1989.

Vice President Keker moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "M") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

SF
F50
#2
8/8/89

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3. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Lavelle, David J. Sgt. Maj.	H10 C/A	08-02-89 thru 08-03-89	2	US Army Res. Ft. Ord, CA	Attend Active Duty Training
Relei, Robert E. ISG	H10 C/A	08-04-89 thru 08-19-89	16	US Army Res. Ft. Lawton, WA	Attend Active Duty Training

B) Retirements

Communications received from Retirement Board indicating the following members have retired:

					<u>Retirement Date/Age</u>
Hirshfeld, John H.	1 M	H50 Asst. Chief	Service	Jul. 13, 1989	61
Bruno, Robert L.	1 M	H40 Batt. Chief	Service	Jul. 06, 1989	57
Nyhan, Thomas T.	1 M	H32 Capt., FP&I	Service	Jul. 22, 1989	50
Cutone, Michael	1 M	H30 Captain	Service	Jul. 08, 1989	51
Miles, Timothy J.	1 M	H30 Captain	Service	Jul. 07, 1989	51
Sullivan, Michael A.	1 M	H30 Captain	Service	Jul. 08, 1989	55
Cervelli, Reno R.	1 M	H20 Lieutenant	Service	Jul. 05, 1989	55
LaGrave, Bernard G.	1 M	H20 Lieutenant	Service	Jul. 08, 1989	50
Andaya, Maurice	1 M	H4 Inspector	Service	Jul. 07, 1989	56
Griffin, Garrett G.	1 M	H4 Inspector	Service	Jul. 22, 1989	50
Onorato, Robert A.	1 M	H4 Inspector	Service	Jul. 22, 1989	51
Fitts, Kenneth L.	1 M	H2 Firefighter	Service	Jul. 08, 1989	60
Gelardi, Leonard	1 M	H2 Firefighter	Service	Jul. 07, 1989	55
Wilson, Donald M.	1 M	H2 Firefighter	Service	Jul. 20, 1989	57

(Note: Retirement Certificates will be presented at Fire Commission meeting of September 26, 1989)

C) Monthly Report - Training

Submitting monthly report from Bureau of Training for July, 1989.

D) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during July, 1989.

3. CONSENT CALENDAR

E) Monthly Report - Management Services

Submitting monthly report from Assistant Deputy Chief, Management Services, concerning activities performed during July, 1989.

F) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - JULY 20, 1989

H20 Lieutenant

Roger J. Wilhelm (vice: John Hester, reins. to H2 FF)	(1 M)	Brendan A. Ward (vice: Phillip Kavanaugh, apptd. H30 Capt.)	(1 M)
William S. Bonnie (vice: Audry Lee, apptd. H30 Capt.)	(1 M)	Mark S. Kearney (vice: Edward Gee, apptd. H30 Capt.)	(3 M)
Michael W. Bonnel (vice: Robert Oemmons, apptd. 30 Capt.)	(1 M)	Vincent J. Nolan (vice: George Tobin, (retired)	(1 M)
James A. Lambrechts (vice: George Maloney, apptd. H30 Capt.)	(1 M)	Michael J. Nolan (vice: Everett Belcher, retired)	(1 M)
John F. McCloskey, Jr. (vice: Joseph Wright, apptd. H30 Capt.)	(1 M)	Gary P. Massetani (vice: Thomas Velasquez, apptd. H30 Capt.)	(1 M)
Frank H. Kosta (vice: Daniel Murphy, apptd. H30 Capt.)	(3 M)	Joseph M. Wilson (vice: Raymond Tomasello, apptd. H30 Capt.)	(5 M)
Robert P. Imbellino (vice: John Traversaro, apptd. H30 Capt.)	(1 M)	Richard E. McGee (vice: Gary Lindley, retired)	(2 M)
Thomas J. Kelly (vice: James Sullivan, apptd. H30 Capt.)	(1 M)	Anne M. Young (vice: Frank Scales, apptd. H51)	(1 F)
John E. Sweeney (vice: John Tizio, apptd. H30 Capt.)	(1 M)	Edward A. Liggins (vice: TX from vacant H28 Lieut.)	(2 M)

3. CONSENT CALENDAR

G) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - AUGUST 2, 1989

H110 Marine Engineer - Fireboat

David C. Owen
(vice: Edward Flynn,
on sick leave)

1426 Senior Clerk Typist

Evamarie O. Atijera
(vice: Althea Gibson,
resigned)

EFFECTIVE DATE - AUGUST 14, 1989

7334 Stationary Engineer

Norval E. McGregor
(vice: Ruben Alido,
terminated)

H) Non-Civil Service Appointment

Reporting the following NON-CIVIL SERVICE appointment:

EFFECTIVE DATE - JULY 31, 1989

1240 Asst. Personnel Analyst

Edgar Poma
(vice: TX from vacant
1242 Pers. Analyst)

I) Accidents

Submitting reports and recommendations of
the Accident Committee regarding the
following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Responsibility</u>	<u>Recommendation</u>
Ford, BFI Orv: Inv. Roger Elbeck	30-89	04-01-89	104	Non-preventable	Bill
ALF, Engine 3 Off: Lt. Anthony Simi; Orv: FF Lawrence Murray	31-89	04-06-89	523	Preventable	File
Chevy, BFP Orv: Insp. Anthony Hampton	32-89	04-17-89	002	Non-preventable	Bill

3. CONSENT CALENDAR

I) Accidents (Continued)

WLF, Engine 16 Off: Lt. Adam Young; Orv: FF Frank Martin	33-89	04-22-89	561	Preventable	File
Ford, 8FI Orv: Inv. Richard Kucich	34-89	04-23-89	903	Preventable	File
Ply, AWSS Orv: Chief Sta. Engr. George Furnanz	35-89	03-31-89	279	Non-preventable	File
Ply, AWSS Orv: Supt. of Water Supply Andrew Nielsen	36-89	05-01-89	108	Non-preventable	Bill
Eng 13 (C02 Unit) Off: Lt. Louis Mambretti	37-89	05-01-89	880	Preventable	File
Engine 26 Off: Capt. Douglas Goodin; Orv: FF Scott Keller	38-89	05-01-89	580	Preventable	File
Ply, 8att. 5 Off: 8/C Oavid Frisella; Orv: C/A James Leonard	39-89	05-03-89	357	Preventable	File
WLF, Engine 31 Off: Capt. Timothy O'Brien; Orv: FF Harry Payne	40-89	05-06-89	568	Preventable	File
Ford, H.P. Drv: Gen. Lab. James Thalhammer	41-89	05-09-89	946	Preventable	File
ALF, Engine 15 Off: Lt. Francis Loughran; Orv: FF Medrick Bullock	42-89	05-12-89	562	Preventable	File
Truck 7 Off: Lt. Alfred Quartaroli; Orv: FF Mark Kearney; Tlrm: FF Thomas Gorman	43-89	05-16-89	605	Preventable	File
ALF, Engine 3 Off: Lt. Anthony Simi; Orv: FF Oavid Britt	44-89	05-18-89	538	Non-preventable	File
Ply, C01 Orv: C/A Richard Hartmann	45-89	05-05-89	111	Non-preventable	File
Engine 1 Off: Lt. Bernne Wangara; Orv: FF Thomas Feeney	46-89	05-27-89	583	Preventable	File
ALF, Engine 39 Off: Lt. Gary May; Drv: FF Michael Celona	47-89	06-07-89	522	Non-preventable	File
Truck 7 Off: Capt. Timothy Miles; Orv: FF Dennis Galich; Tlrm: FF Martin McGuinn	48-89	06-06-89	605	Preventable	File
WLF, Engine 40 Off: Lt. Eugene Murphy; Orv: FF Michael Avanche	49-89	06-17-89	566	Preventable	File
Ply, 8FI Orv: Inv. Peter Schembri	50-89	06-20-89	200	Non-preventable	File
ALF, Engine 36 Off: Lt. John Murphy; Drv: FF Oaniel Oente	51-89	06-25-89	547	Preventable	File

3. CONSENT CALENDAR

I) Accidents (Continued)

Ply, ISB	52-89	06-27-89	266	Non-preventable	File
Orv: Lt. Bernie Lee					

Truck 6	53-89	06-29-89	669	Non-preventable	File
Lt. William Breslin; Drv: FF Michael Collins; Tlrm: John Welch					

J) City Attorney

Submitting communications from Ray King, Chief, Bureau of Claims, City Attorney's Office, concerning settlement of the following claims:

BRENOA JOYCE LAMONT, in the amount of \$4,026.04.
Claim arises out of automobile damage occurring on December 30, 1987, at 2270 Jerrold Street, S.F., CA.
(Acc : 4690 (P); Truck 9;
Off : A/Lt. Eugene Maher;
Drv : FF Peter Batanides;
Tlrm:)
 }

ANA OEBORAH UNGO, in the amount of \$361.07.
Claim arises out of automobile damage occurring on April 22, 1989, at Buchanan Street (near Fort Mason), S.F., CA.
(Acc : 33-89 (P); WLF, Engine 16;
Off : Lt. Adam Young;
Orv : FF Frank Martin)

GLEN C. HIGGINS, in the amount of \$297.59.
Claim arises out of property damage (vehicle) occurring on May 14, 1989, at Beach and Mason Streets, S.F., CA.

K) City Attorney

Submitting communication from Ray King, Chief, Bureau of Claims, City Attorney's Office, concerning settlement of the following claim:

OAVIO P. SCHNEIOER, in the amount of \$500.
Claim is for reward pursuant to Ord. 277-69, which allows \$500 payment for person giving information leading to the arrest and conviction of any person turning in a false alarm. Incident occurred on April 17, 1989, 500 feet west of Merrie Way on Point Lobos, S.F., CA.

3. CONSENT CALENDAR

L) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, May 13 through May 26, 1989.

M) Temporary Appointments

Reporting having made 46 temporary appointments July 8 through July 21, 1989.

Vice President Keker moved and Commissioner Quinn seconded. There were no questions or discussion and Items "A" through "M" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

M) Temporary Appointments (Continued)

Reported having made 46 temporary appointments during Payroll Period July 8 through July 21, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Condon, Richard	H40	H50	6	9, 10, 18, 19, 21
DiGiovanni, Anthony	H30	H40	4	8, 9, 11, 12
Groshong, James	"	"	2	17, 18
Pell, John	"	"	2	16, 17
Birleffi, Louis	"	"	8	8, 10, 11, 15, 16, 18, 19, 21
Spinetta, Dominic	"	"	8	8, 9, 11, 12, 14, 15, 18, 19
Fennell, Gerald	H20	H30	4	13, 14, 20, 21
Gonzalves, Kevin	"	"	4	12, 13, 20, 21
Stewart, Thomas	"	"	2	18, 19
Allen, Richard	H2	H20	10	10, 11, 12, 13, 14, 17, 18, 19, 20, 21
Fuhrman, Paul	H10	"	10	10, 11, 12, 13, 14, 17, 18, 19, 20, 21
Wilhelm, Roger	H2	"	6	8, 9, 12, 13, 15, 16
Siragusa, Thomas	"	"	2	9, 10
Nolan, Michael	"	"	2	9, 10
Cassidy, Stephen	"	"	2	10, 11
Groshong, Mark	"	"	3	11, 12, 21
McCloskey, John	H10	"	2	11, 12
Ward, Brendan	H2	"	2	12, 13
Wilson, Joseph	"	"	2	12, 13
Nolan, Vincent	"	"	4	12, 13, 18, 19
McGee, Richard	"	"	1	19
Bonnel, Michael	"	"	1	19
Drake, Michael	"	"	1	21
Massetani, Gary	"	"	1	19
Coyne, James	"	"	1	21
Cunnie, Michael	H2	H10	8	8, 9, 12, 13, 15, 16, 18, 19
Flaherty, Stephen	"	"	6	9, 10, 12, 13, 15, 16
McCrystle, Eileen	"	"	2	17, 18
Siragusa, Thomas	"	"	6	13, 14, 16, 17, 19, 20
Young, Anne	"	"	2	15, 16
Kuhn, Thomas	"	"	2	9, 10
Hazen, Christopher	"	"	2	9, 10
Norris, David	"	"	2	9, 10
Dente, David	"	"	2	14, 15
Martinez, Patrick	"	"	2	17, 18
Meltzer, Gary	H24	H32	10	10, 11, 12, 13, 14, 17, 18, 19, 20, 21
Kucich, Richard	H6	H24	10	10, 11, 12, 13, 14, 17, 18, 19, 20, 21
Murray, Paul	H10	H6	10	10, 11, 12, 13, 14, 17, 18, 19, 20, 21
Gregg, Robert	H2	H6	2	20, 21
Carr, Elmer	"	"	7	8, 10, 11, 14, 15, 17, 18

3. CONSENT CALENDAR

M) Temporary Appointments (Continued)

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Patterson, Michael	H22	H32	8	10,11,12,13,17,18,19,20
Rupp, Charles	H6	H22	8	10,11,12,13,17,19,20,21
Elbeck, Roger	"	"	8	10,12,13,14,17,18,19,21
Correa, Antonio	H2	H4	8	11,12,13,14,17,19,20,21
Lavelle, Michael	H10	"	7	10,11,12,13,19,20,21
O'Brien, Edward	"	"	6	10,11,17,19,20,21
Roberts, Leonard	"	"	8	10,12,13,14,17,18,19,21

DISABILITY PAY

DiGiovanni, Anthony	H30	H40	4	16,17,19,20
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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted four letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Kujiona Magazine/White's Art Gallery & Studio
2076 & 2080 Hayes Street
San Francisco, California 94117

May 25, 1989

Hon. Art Agnos
Mayor of San Francisco
Room 200, City Hall
San Francisco, CA 94102

Dear Mayor Agnos:

This letter is being addressed to the Mayor's office, due to insufficient knowledge of where it should be sent.

I want to expressly take a moment out, on behalf of my family and myself, to commend all the firefighters who responded to the fire of May 21, approximately 9:50 a.m. of this year, at 2076 Hayes Street.

First, the firemen responded immediately to the 911, which was called in by several of our Hayes Street neighbors - I was indeed surprised by the quick response.

Secondly, the firemen were very efficient in putting out the fire, though nothing in the main room was saved.

Thirdly, the firemen were very courteous at such a very frightening time for me.

I, on behalf of myself and family, would like to applaud, commend and thank each and every one of them who assisted in the fire disaster in which I have mentioned.

Mr. Mayor, I tried to get someone on Channel 5 to announce this for me, but I guess it was not important enough, but I feel it is and I would like you to post this letter in the firehouse where the firemen came from. Thank you.

Sincerely,

/s/ LYNNETTE A.F. WHITE

* * * * *

July 17, 1989

A) Letters of Commendation (Continued)

Lieutenant Rod Bennett
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Lieutenant Bennett:

At last! If you're anything like me, you've needed to catch your breath after the fabulous success of our 1989 San Francisco Juneteenth Parade. This letter, then, is to apologize for the delay in getting the "thank you's" out (I was ill for a week and a half after our event) and to say how very much I appreciate your taking part in the parade.

Without a doubt, your participation was a key factor in the success of our parade. I am proud to say that we received wide-spread media coverage and hopefully, next year's event will be even larger and smoother than this year's. With very little budget and resources, we were able to put on one of the best Juneteenth Parades in the 84y Area. Believe me, your patience and good humor was invaluable while the event was being put together.

Here's hoping that you can participate in next year's event. Whether yes or no, I certainly am better for the contacts made this year and look forward to other opportunities in the future when we will be able to work together again. If you ever need to reach me, my number is 331-7819.

From the bottom of my heart, thank you very much!

Sincerely,

/s/ DENISE MAUNDER

S.F. 1989 Juneteenth Parade Coordinator

* * * * *

June 29, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On June 11 of this year, two of your firefighters from the station on 18th Avenue were kind enough to render a very special service for my family. My mother, who is 82 and suffering from leukemia, is not mobile enough to walk well, let alone ascend or descend the stairs at her home. As one of her last outings in life my sister and I wanted to take her to the weddings of a relative. Your firefighters came to her home and carried her down the stairs to the car. My sister and I would have been unable to do it.

The result was an extremely pleasant day for her. Thank you and your men for the extremely helpful act.

Sincerely,

/s/ NDRINE E. TAYLOR
121 Dominican Drive
San Rafael, CA 94901

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

June 26, 1989

A) Letters of Commendation (Continued)

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I am writing to you to congratulate your Fire Department Engine or Station 11. On Thursday, June 22, 1989, at 6:45 a.m., I turned up my oven and put in some beef bone as I had planned on making soup. After five minutes, I looked into the oven and saw flames - my two fire alarms beeped so I threw salt and a pan of water in oven - flames went higher. I opened my back window as smoke streamed throughout my kitchen. I dialed 911 and immediately got operator, gave my message - in less than five minutes engine arrived - I was outside to assist them. My neighbor heard my beepers and saw the smoke streaming out of my windows. She also dialed 911 and a second engine arrived. The Captain of Station 11 has also to be congratulated for having such well-educated men - all done in orderly manner, no breakage - my stove is ruined, refrigerator scorched, but, all I care that no one was hurt. We carry Homeowners so adjuster will be here on Wednesday as new stove and refrigerator will run about \$2,500 with installation and taxes, a horrible amount for two pieces - inflation!

I was taught, at an early age, never to panic as we had a bad fire in our property and later our mother died due to heart failure - her last words were "watch out for the fire." I feel she was with me on Thursday as I was calm, and again thanks to all your wonderful experienced men. I am from a family of two great firefighters - retired Lieutenant Herbert Muzio and acting Lieutenant George DeMartini of Station 11. Yes, he was here on duty, too - did more than his share.

I am a native San Franciscan, registered and always vote - I feel you firefighters need a raise. I am sending a copy of this letter to Supervisor Tom Hsieh. He came to our Apartment House meeting the first week of May. He is for the people of San Francisco and especially the landlords. He should be our Mayor as Agnos is the worst we have ever had. Last month, I wrote him of all his promises to us and to date nothing done - all he does is for the Gays and Welfare - our City is going down the drain. I know my letter never reached his desk. We all have to vote and vote for increases for the fire and police departments as these are a must, and clean up our beautiful city - get rid of all the horrible street people - all here from other states, collect our monies - thanks to our no good supervisors - we have to clean house on our next election. I will write to Wendy Nelder, too.

We all have to put on our Boxing Gloves and get San Francisco back to where we were in my younger days when people loved and respected each other.

Thanks again,

I am,

/s/ ISABELLE M. MUZIO
66 Alvarado Street
San Francisco, CA 94110

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for July, 1989.

- a. There are 214 unfilled positions in the uniformed forces:
189 are vacant and 25 represent retirees receiving their accumulated sick pay.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>June</u>	<u>July</u>
Vacation : Annual	19.80	19.10
IDV	6.67	6.77
F/H	3.00	1.10
Compensatory Time	3.43	2.23
Sick Leave	14.20	15.45
Disability	16.97	18.13
Military Leave	.60	.16
Other (LO/CTR)	4.84	3.87
Total	69.51	66.81

- c. The following W.D.O.'s were awarded during the month of July:

17 - H50 Asst. Chiefs, for 24 hrs	1 - H32 Lieutenant, BFP, for 2 hrs
48 - H40 Batt. Chiefs, for 24 hrs	20 - H4 Inspectors, BFP, for 78 hrs
83 - H30 Captains , for 24 hrs	1 - 6280 FSI-I , BFP, for 2 hrs
182 - H20 Lieutenants , for 24 hrs	
179 - H10 C/Aides , for 24 hrs	
1388 - H2 Firefighters, for 24 hrs	

- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

141 - Triple Combination Pumps
21 - Aerial Ladder Trucks
12 - Miscellaneous Vehicles

- ii) The following apparatus were out of service and under repair at Central Shops:

10 - Triple Combination Pumps
3 - Aerial Ladder Trucks
4 - Miscellaneous Vehicles

- iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:

2 - Triple Combination Pumps
1 - Aerial Ladder Truck
0 - Miscellaneous Vehicle

- iv) The following apparatus were available for relief purposes:

2 - Triple Combination Pumps
0 - Aerial Ladder Truck
3 - Aerials as city service trucks (no aerial)

- v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,
/s/ FREDERICK F. POSTEL
Chief of Department

Commissioner Bretz moved and Commissioner Quinn seconded.

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

Commissioner Quinn asked the Chief for a status report concerning the purchase of apparatus. Chief Postel asked Deputy Chief Boscacci to respond. Deputy Chief Boscacci indicated that bids were opened for four aerial ladder trucks and three triple combination pumpers a week ago Friday. The bids have been awarded to LTI (aerial ladder trucks) and Kovatch Mobile Equipment Company (triple combination pumpers). For the current year, the Department hopes to add five triple combination pumpers to that bid award. The Department hopes to receive the first aerial ladder truck in December, the second in January and the final two in February.

There were no further questions or discussion and the monthly report of Chief of Department was adopted.

C) Charter Amendment - Pay for Retirees (Cont'd from Meeting of 07-25-89)

Submitted for discussion and adoption proposed Charter Amendment (File No. 221-89-1) granting retired firefighters and police officers mid-year pay raises.

James Ahern, Secretary, Local 798, indicated that the Executive Board voted to recommend that the membership endorse this Charter amendment. Vice President Keker asked if anyone had requested the Fire Commission to take a position on this Charter amendment. Secretary Connors replied no. Commissioner Quinn indicated that it was his inclination to support the Charter amendment but absent any request for the Commission's support and any full discussion about the pros and cons of the amendment, he was not able to take a position now on the Charter amendment. Commissioner Bretz concurred. Mr. Ahern, in response to a question from Commissioner Quinn, indicated that there was an organized group of City employees in support of this Charter amendment. He volunteered to try to contact the principal parties and inform them that the Commission has twice considered this item and if the supporters of this Charter amendment want to present information to the Commission they should do so soon. Vice President Keker suggested that they should send the information and/or request to Secretary Connors and the Commission would then decide whether it should be recalendarred.

President Jefferson ordered that the item be tabled.

D) Status of EEO Complaints

Report from Assistant Deputy Chief Frank Scales on status of EEO Complaints.

Assistant Deputy Chief Scales reported that there were no EEO complaints for July, 1989.

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment

Mr. Marvis Phillips, at Commissioner Bretz' suggestion, asked for a few moments to present and explain a map which he had prepared which shows locations on a City-wide basis for fire stations, police stations, hospitals and other casualty care centers. He indicated that he plans to make a duplicate copy for use at Fire Department Headquarters. Commissioner Quinn inquired if the Department has similar maps on hand. Chief Postel indicated that perhaps Assistant Chief Frank Blackburn could respond to that question as he was in charge of the Earthquake Preparedness bond issue. Assistant Chief Blackburn indicated that several maps were developed for the earthquake preparedness program. In all instances, the maps are separate showing fire department facilities on one map, police department facilities on another map, etc. Commissioner Quinn thought that the Office of Emergency Services might be interested in this map and suggested that Mr. Phillips talk to Mr. Jenkin.

Mr. Phillips informed the Commission that he did follow up on his request made at the previous meeting; that he received the names of the firefighters who responded to the fire at 450 Jones Street, and sent their names to Supervisor Harry Britt, asking that these firefighters be recognized.

F) Fire Commission Meeting

The next regularly scheduled meeting of the Fire Commission will be held Tuesday, August 29, 1989, and not Tuesday, August 22, 1989, as originally scheduled.

There being no further business to come before the Commission, the meeting was adjourned at 1827 hours.

Raymond G. Connors
Secretary

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8/29/89

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JOURNAL OF PROCEEDINGS

FIRE COMMISSION

Regular Meeting - Tuesday ~~August 28~~ August 29, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James O. Jefferson
Vice President John W. Keker
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Frederick F. Postel
Michael T. Farrell
John F. Boscacci

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Chief Officers - Staff:

Joseph A. Medina
James R. Lynch
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

Frank T. Blackburn
Richard E. Condon
William G. Richardson, Jr.

- Division 1
- Division 2 (Acting)
- Division 3

2. Adoption of the minutes of the Regular Meeting of August 8, 1989.

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "F" and "H" through "I") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. President Jefferson asked to remove Item "G" from the Consent Calendar.

[The following text is extremely faint and illegible due to the quality of the scan. It appears to be a list or table of contents with multiple columns.]

3. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from three members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Frisella, David A. Warrant Officer	H40 B/C	08-19-89 thru 08-20-89	2	US Marine Corps NAS Alameda, CA	Attend Active Duty Training
Griffin, James W. Petty Officer	H20 LT	08-26-89 thru 08-27-89	2	US Coast Gd. Res. Yerba Buena Is., CA	Attend Active Duty Training
Lavelle, David J. Sgt. Maj.	H10 C/A	08-13-89	1	US Army Res. Presidio, SF, CA	Attend Active Duty Training

B) Retirements

Communications received from Retirement Board indicating the following members have retired:

					<u>Retirement Date/Age</u>
Crispen, Richard R.	1 M	H32 Capt., FP&I	Service	Jul. 22, 1989	55
Mahan, Warren O.	1 M	H20 Lieutenant	Service	Jul. 22, 1989	55
Puccinelli, John J.	1 M	H20 Lieutenant (Neck, Right Shoulder & Arm)	I/Ois.	Nov. 23, 1988	42
Oel Gene, Donald B.	1 M	H4 Inspector	Service	Aug. 19, 1989	52
Castagne, Roger P.	1 M	H2 Firefighter	Service	Jul. 01, 1989	60
Reed, William T.	1 M	H2 Firefighter	Service	Jul. 16, 1989	56

(Note: Retirement Certificates will be presented at
Fire Commission meeting of September 26, 1989)

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during July, 1989.

D) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - JULY 21, 1989

H30 Captain

Joseph M. Wright

3. CONSENT CALENDAR

E) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - AUGUST 21, 1989

H2 Firefighter

Andrew T. Sobozinsky (vice: Albert Ward, apptd. H20 Lieut.)	(3 M)	Samson Lai (vice: Frank Cardinale, apptd. H20 Lieut.)	(4 M)
Glenn E. Ortiz-Schuldt (vice: Richard Ames, apptd. H20 Lieut.)	(3 M)	John W. Yee (vice: Patrick Casserly, apptd. H20 Lieut.)	(4 M)
Kevin E. O'Sullivan (vice: Robert Andersen, apptd. H20 Lieut.)	(1 M)	Cristeo A. Reyes (vice: Robert Childs, apptd. H20 Lieut.)	(5 M)
Greg L. Wyrsh (vice: Joseph Asaro, apptd. H20 Lieut.)	(1 M)	Keith G. Almirol (vice: Paul Chin, apptd. H20 Lieut.)	(5 M)
James S. Kircher (vice: Ozell Austin, apptd. H20 Lieut.)	(4 M)	Terence E. Woo (vice: James Connors, apptd. H20 Lieut.)	(4 M)
George Koremetis, Jr. (vice: Eugene Baraona, apptd. H20 Lieut.)	(1 M)	Darren K. Bortmas (vice: Theodore Corporandy, apptd. H20 Lieut.)	(5 M)
Stephen M. Harper (vice: Rod Bennett, apptd. H20 Lieut.)	(1 M)	Craig M. Louie (vice: Gilbert Cortez, apptd. H20 Lieut.)	(4 M)
Kenneth W. Hupke (vice: Jimmie Braden, apptd. H20 Lieut.)	(1 M)	Kevin W. Smith (vice: Edward Cruz, apptd. H20 Lieut.)	(2 M)
Daniel Gracia (vice: Garry Bradford, apptd. H20 Lieut.)	(3 M)	Pete L. Fay (vice: Early Davis, apptd. H20 Lieut.)	(2 M)
Timothy V. Sullivan (vice: Worthy Brooks, apptd. H20 Lieut.)	(1 M)	Karen J. Heald (vice: Raymond Dito, apptd. H20 Lieut.)	(1 F)
Victor H. Wyrsh (vice: Richard Brown, apptd. H20 Lieut.)	(1 M)	Anne E. Strubbe (vice: Robert Demmons, apptd. H20 Lieut.)	(1 F)
Cornelius A. Lucey (vice: Leroy Character, apptd. H20 Lieut.)	(1 M)	Machael Thomas, Jr. (vice: Thomas Doudiet, apptd. H20 Lieut.)	(2 M)

3. CONSENT CALENDAR

E) Probationary Appointments (Cont'd)

Anita D. Paratley (vice: George Drake, apptd. H20 Lieut.)	(1 F)	Khairul A. Ali (vice: John Forbes, apptd. H20 Lieut.)	(2 F)
Gregory K. Simpson (vice: James Dunson, apptd. H20 Lieut.)	(2 M)	Monica L. Fields (vice: Philip Garcia, apptd. H20 Lieut.)	(2 F)
Kathleen C. McElheney (vice: Kenneth Farris, apptd. H20 Lieut.)	(1 F)	Lorrie Kalos-Cruz (vice: Chris Gargano, apptd. H20 Lieut.)	(3 F)

F) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - AUGUST 14, 1989

1424 Clerk Typist

Patricia A. Candau
(vice: EvaMarie Atijera,
promoted to 1426 Sr. Clk Typist)

G) Leaves of Absence (Removed from Consent Calendar)

Submitting requests for leaves of absence with pay for the following:

Lieutenant Richard Allen, Medical Coordinator, for three days, August 28 through August 30, 1989, in order to participate in a panel discussion on defibrillation in the fire service at the Fire Chief's Conference in Indianapolis, Indiana. There is no cost to the City. Transportation and lodging will be paid by the Laerdal Corporation.

Victoria Macklin, Manager, Human Resources, for two days, September 28 through September 29, 1989, in order to attend the Northern California Employment Round Table, Fifth Annual Conference in Sacramento, California. Estimated cost of the conference fee and annual membership is \$150.00, and is included in the 1989-90 budget.

3. CONSENT CALENDAR

H) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, May 27 through June 9, 1989.

I) Temporary Appointments

Reporting having made 43 temporary appointments July 22 through August 4, 1989, and 44 temporary appointments August 5 through August 18, 1989.

Commissioner Berman moved and Vice President Keker seconded. "F" There were no questions or discussion and Items "A" through "F" and "H" through "I" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

Reported having made 43 temporary appointments during Payroll Period July 22 through August 4, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Barden, Daniel	H40	H50	3	1,2,4
Condon, Richard	"	"	7	22,26,27,29 30,1,2
DiGiovanni, Anthony	H30	H40	9	22,23,26,27,29,30,1,2,4
Pell, John	"	"	2	23,24
8irleffi, Louis	"	"	9	22,25,26,28,29,31,1,2,3
Spinetta, Dominic	"	"	8	22,23,25,26,28,29,3,4
Carey, William	H20	H30	2	22,23
Gonzalves, Kevin	"	"	2	2,3
Grimley, Frank	"	"	2	27,28
Jonasson, Richard	"	"	2	2,3
Jones, Francis	"	"	2	2,3
Long, William	"	"	2	26,27
Murray, Thomas	"	"	2	25,26
Allen, Richard	H2	H20	7	24,25,31,1,2,3,4
Fuhrman, Paul	H10	"	5	24,25,26,26,28
Groshong, Mark	"	"	1	22
Coyne, James	"	"	1	22
Drake, Michael	"	"	1	22
Cunnie, Michael	H2	H10	8	22,23,25,26,28,29,3,4
Flaherty, Stephen	"	"	7	26,27,30,31,31,1,4
Hickey, Patrick	"	"	2	29,30
McCrystle, Eileen	"	"	5	24,25,27,28,4
Sellin, Stephen	"	"	2	29,30
Siragusa, Thomas	"	"	10	24,25,27,28,30,31,31,1,3,4
Carroll, David	"	"	2	23,24
Boyle, Frances	"	"	2	24,25
Castagnola, Michael	"	"	2	24,25
Rizotto, Alfred	"	"	2	24,25
Morino, Frank	"	"	2	29,30
Payne, Harry	"	"	2	30,31
Prosch, Robin	"	"	2	30,31
Meltzer, Gary	H24	H32	10	24,25,26,27,28,31,1,2,3,4
Kucich, Richard	H6	H24	10	24,25,26,27,28,31,1,2,3,4
Gregg, Robert	H2	H6	10	24,25,26,27,28,31,1,2,3,4
Murray, Paul	H10	"	10	24,25,26,27,28,31,1,2,3,4
Patterson, Michael	H22	H32	8	24,25,26,27,31,1,2,3
Rapp, Charles	H6	H22	8	24,25,26,28,31,1,2,3
Elbeck, Roger	"	"	8	24,25,26,27,1,2,3,4

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Correa, Antonio	H2	H4	3	24, 25, 26
Lavelle, Michael	H10	"	8	24, 26, 27, 28, 31, 1, 2, 4
O'Brien, Edward	"	"	8	24, 25, 26, 28, 31, 1, 2, 3
Roberts, Leonard	"	"	8	24, 25, 26, 27, 1, 2, 3, 4
Gardner, Ronald	"	"	7	26, 27, 28, 31, 1, 2, 4

3. CONSENT CALENDAR

I) Temporary Appointments (Continued)

Reported having made 44 temporary appointments during Payroll Period August 5 through August 18, 1989.

NAME	PRESENT RANK	HIGHER RANK	NO. OF WORK DAYS	DATES
Barden, Daniel	H40	H50	9	5, 7, 8, 11, 12, 14, 15, 17, 18
Condon, Richard	"	"	8	5, 6, 8, 9, 11, 12, 15, 16
Costella, Guido	H30	H40	2	12, 13
DiGiovanni, Anthony	"	"	8	5, 7, 8, 12, 13, 15, 16, 18
Haberlin, David	"	"	1	18
Miles, William	"	"	1	18
Walsh, Richard	"	"	3	7, 8, 18
Birleffl, Louis	"	"	8	5, 6, 10, 11, 13, 14, 16, 17
Spinetta, Dominic	"	"	8	6, 7, 11, 12, 14, 15, 17, 18
Carey, William	H20	H30	2	12, 13
Fulmer, Daniel	"	"	2	8, 9
Jones, Francis	"	"	2	12, 13
Long, William	"	"	2	9, 10
Murray, Thomas	"	"	1	18
Simi, Anthony	"	"	1	18
Allen, Richard	H2	H20	7	7, 8, 9, 10, 11, 14, 18
Fuhrman, Paul	H10	"	10	7, 8, 9, 10, 11, 14, 15, 16, 17, 18
Ahern, John	H2	"	2	10, 11
Cassidy, Stephen	"	"	5	10, 11, 14, 15, 18
Gunnick, Michael	H2	H10	11	6, 7, 8, 9, 11, 12, 12, 13, 14, 15, 18
Flaherty, Stephen	"	"	7	5, 5, 6, 7, 8, 10, 11
Hickey, Patrick	"	"	1	18
Larkin, Henry	"	"	2	13, 14
McCrystle, Eileen	"	"	3	5, 11, 12
Molinari, Raymond	"	"	9	5, 6, 8, 9, 11, 12, 15, 16, 18
O'Neill, Stephen	"	"	1	13
Sellin, Stephen	"	"	4	11, 12, 14, 15
Siragusa, Thomas	"	"	9	6, 7, 9, 10, 10, 11, 13, 14, 16
Logue, Arnold	"	"	2	10, 11
Boyle, Francis	"	"	2	17, 18
Carle, William	"	"	2	17, 18
Meltzer, Gary	H24	H32	10	7, 8, 9, 10, 11, 14, 15, 16, 17, 18
Kucich, Richard	H6	H24	10	7, 8, 9, 10, 11, 14, 15, 16, 17, 18
Murray, Paul	H10	H6	10	7, 8, 9, 10, 11, 14, 15, 16, 17, 18
Carr, Elmer	H2	"	6	11, 14, 15, 16, 17, 18
Gregg, Robert	"	"	10	7, 8, 9, 10, 11, 14, 15, 16, 17, 18
Patterson, Michael	H22	H32	8	7, 8, 9, 10, 14, 15, 16, 17
Rapp, Charles	H6	H22	8	8, 9, 10, 11, 14, 16, 17, 18
Elbeck, Roger	"	"	8	7, 9, 10, 11, 14, 15, 16, 18

3. CONSENT CALENDAR

1) Temporary Appointments (Continued)

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Correa, Antonio	H2	H4	2	17, 18
Lavelle, Michael	H10	"	1	7
O'Brien, Edward	"	"	8	8, 9, 10, 11, 14, 16, 17, 18
Roberts, Leonard	H2	"	8	7, 9, 10, 11, 14, 15, 16, 18
Gardner, Ronald	"	"	8	7, 8, 9, 10, 15, 16, 17, 18

DISABILITY PAY

Lavelle, Michael	H10	H4	7	8, 9, 10, 15, 16, 17, 18
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3. CONSENT CALENDAR
(Item Removed)

G) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Lieutenant Richard Allen, Medical Coordinator, for three days, August 28 through August 30, 1989, in order to participate in a panel discussion on defibrillation in the fire service at the Fire Chief's Conference in Indianapolis, Indiana. There is no cost to the City. Transportation and lodging will be paid by the Laerdal Corporation.

Victoria Macklin, Manager, Human Resources, for two days, September 28 through September 29, 1989, in order to attend the Northern California Employment Round Table, Fifth Annual Conference in Sacramento, California. Estimated cost of the conference fee and annual membership is \$150.00, and is included in the 1989-90 budget.

At the request of James Ahern, Secretary, Local 798, Item 3 G) was removed from the Consent Calendar.

President Jefferson asked Mr. Ahern to come forward and make his comments. Mr. Ahern indicated that for some time, Local 798 has been aware of the fact that members of the Fire Department attend conferences, seminars, and participate in other projects outside San Francisco. In this regard, Local 798 recommends that the material, reports, findings and comments that are prepared by these members and submitted to the Commission and Chief of Department be made available in some sort of library for all the members so that the whole department can benefit from the experience and the information obtained by those members who have attended these conferences, seminars, etc. President Jefferson noted that the Commission routinely receives reports from the persons described by Mr. Ahern and thought they were included in the minutes. Secretary Connors indicated that these reports are made available to the Commission and the Chief and are not incorporated in the Fire Commission minutes. President Jefferson suggested that Chief Postal use his judgment as to how this information can best be made available to the Department. He thought that Mr. Ahern's request was a good suggestion.

Chief Postal indicated that the major library resources are at the Division of Training and the library does not contain any of the materials described by Mr. Ahern. President Jefferson directed the Chief to investigate this request and cooperate with Mr. Ahern.

Vice President Keker moved and Commissioner Bretz seconded. There were no further questions or discussion and the motion to adopt the leaves of absence was unanimously adopted.

3. CONSENT CALENDAR

1) Temporary Appointments (Continued)

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Correa, Antonio	H2	H4	2	17, 18
Lavelle, Michael	H10	"	1	7
O'Brien, Edward	"	"	8	8, 9, 10, 11, 14, 16, 17, 18
Roberts, Leonard	H2	"	8	7, 9, 10, 11, 14, 15, 16, 18
Gardner, Ronald	"	"	8	7, 8, 9, 10, 15, 16, 17, 18

DISABILITY PAY

Lavelle, Michael	H10	H4	7	8, 9, 10, 15, 16, 17, 18
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3. CONSENT CALENDAR
(Item Removed)

G) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

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President Jefferson asked Mr. Ahern to come forward and make his comments. Mr. Ahern indicated that for some time, Local 798 has been aware of the fact that members of the Fire Department attend conferences, seminars, and participate in other projects outside San Francisco. In this regard, Local 798 recommends that the material, reports, findings and comments that are prepared by these members and submitted to the Commission and Chief of Department be made available in some sort of library for all the members so that the whole department can benefit from the experience and the information obtained by those members who have attended these conferences, seminars, etc. President Jefferson noted that the Commission routinely receives reports from the persons described by Mr. Ahern and thought they were included in the minutes. Secretary Connors indicated that these reports are made available to the Commission and the Chief and are not incorporated in the Fire Commission minutes. President Jefferson suggested that Chief Postel use his judgment as to how this information can best be made available to the Department. He thought that Mr. Ahern's request was a good suggestion.

Chief Postel indicated that the major library resources are at the Division of Training and the library does not contain any of the materials described by Mr. Ahern. President Jefferson directed the Chief to investigate this request and cooperate with Mr. Ahern.

Vice President Keker moved and Commissioner Bretz seconded. There were no further questions or discussion and the motion to adopt the leaves of absence was unanimously adopted.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted four letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

July 25, 1989

Fire Commission
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Commissioners:

I wish to express my gratitude and appreciation for the firemen of Engine 21 (located on Grove Street near Broderick Street) who went above and beyond the call of duty on Tuesday, July 18, 1989.

On that afternoon (around 5:15 p.m.), my husband David Feasey was walking home from work, and was assaulted at the corner of Grove and Broderick. The suspect also attacked two other individuals and apparently just walked across the street to the corner of Hayes and Broderick with his three friends who had watched him commit these violent assaults.

When I came home a few minutes later the police and paramedics had been called, but the firemen of Engine 21 were the first help to arrive on the scene. I left for the hospital in the ambulance with my husband, but I later learned from our downstairs neighbor Chris Powell (536 Broderick), that an unidentified individual pointed out the suspects to the firemen. The firemen essentially held the suspects and waited until the police arrived several minutes later. My roommate also told me that one fireman in particular, brandished a pole from the fire engine and yelled at the suspects to sit down on the sidewalk until the police could make an arrest. Then, when the police finally arrived, the suspects split up and started to run away. My neighbor and at least two firemen subsequently chased the main culprit and surrounded him as he was hiding under a pickup truck on Divisadero Street, until, once again, the policemen caught up and finally made three arrests.

I have no doubt that the main suspect in this case would never have been caught had it not been for some very dedicated, brave firemen who did not merely "do their job," and go on their way, but stopped, and out of concern and compassion, went the extra mile. Our words of appreciation are not enough.

My husband had surgery on his nose yesterday (10 fractures plus two black eyes, and jaw damage). We are fortunate in being able to expect a full recovery for him in the next few weeks. We realize that many citizens are not so lucky.

In a city that experiences senseless, violent crime all too often, I feel it is very important to commend the individuals who do not give up; those who make the best effort at stopping and helping prevent crimes like this from happening.

The firemen of Engine 21 are a good example to us all. We thank them, and hope their exemplary efforts do not go unnoticed.

Best regards,

/s/ HEATHER BARRETT & DAVID FEASEY
534 Broderick Street
San Francisco, CA 94117

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Jacqueline Speier
State Assemblywoman
Nineteenth District
220 South Spruce Avenue, Suite 101
South San Francisco, California 94080

July 3, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I just wanted to take a minute of your time to express my congratulations to you and the outstanding firefighters who saved the four children last Tuesday in the Tenderloin.

The valor displayed by your fearless firefighters is a sterling example of the countless times the San Francisco Fire Department has served our community. Please share my admiration with those who demonstrated their heroism.

All the best,

/s/ JACKIE SPEIER

* * * * *

California Health Research Foundation
1001 "D" Street
San Rafael, California 94901

August 15, 1989

President James D. Jefferson
San Francisco Fire Commission
260 Golden Gate Avenue
San Francisco, CA 94102

Dear President Jefferson:

I just want to take this opportunity to thank you and the other Commissioners for letting Captain Dominic Spinetta and Lieutenant Anthony Stefani present to you our upcoming fundraiser, Transcon '89 relay.

We really appreciate your time and support of this voluntary project.

Sincerely,

/s/ ANDREW M. MECCA, Dr. PH.
Executive Director

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Geary-Market Investment Company, Ltd.
49 Geary Street
San Francisco, California 94108

July 31, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

All too often we fail to take time to give credit when it is do!

I'd like to take this opportunity to thank you for having gentlemen such as Inspector Ariston Armanda on your staff.

Recently, we had problems with the Fire Line Safety System located in our new building, 720 Market Street.

Inspector Armanda handled our situation in a most professional manner. His knowledge, patience and understanding of the matter are greatly appreciated by us and should certainly not go unnoticed by his superiors.

Again, our thanks to Inspector Armanda and congratulations to you for having the likes of him in the Department!

Yours truly,

/s/ THOMAS J. LYONS
Secretary/Treasurer

* * * * *

University of California, San Francisco
Office of the Chancellor
San Francisco, California 94143

August 3, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I felt I must respond to your letter of July 19, 1989, thanking our staff and the Center for Prehospital Research and Training for the assistance they provided the San Francisco Fire Department. This is a really impressive program, well conceived and beautifully implemented. The successful collaboration between the Fire Department and Dr. Braun's unit is all the more gratifying because it has demonstrably saved lives, which is what we are all in the business of doing.

We believe very strongly in this kind of service to the community. If we can be of further assistance in any way to the San Francisco Fire Department, please do not hesitate to let us know.

Sincerely yours,

/s/ JULIUS R. KREVANS, M.O.
Chancellor

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Permanent Exempt Appointments

Reporting the following PERMANENT EXEMPT appointments:

EFFECTIVE DATE - AUGUST 19, 1989

H10 Chief's Aide

Thomas A. Siragusa (1 M)
(vice: Robert Imbellino,
apptd. H20 Lieutenant)

Stephen A. Flaherty (1 M)
(vice: John McCloskey,
apptd. H20 Lieutenant)

Michael J. Cunnie (1 M)
(vice: John Sweeney,
apptd. H20 Lieutenant)

Commissioner Bretz moved and Commissioner Quinn seconded.
There were no questions or discussion and the report of permanent exempt appointments was adopted on recommendation of Chief of Department.

Note: None of the Chief's Aides was in attendance.

C) Request for Supplemental Appropriation

Submitted request for supplemental appropriation in the amount of \$41,000 to purchase two command vehicles.

Commissioner Quinn moved and Vice President Keker seconded.

President Jefferson commented that he assumed that funds had been made available for the purchases described in this supplemental appropriation. Secretary Connors indicated that two weeks ago, the Mayor's Office called indicating that funds are available in the Public Safety Reserve which would allow the Department to purchase two command vehicles which were in the Department's priority list for this fiscal year. Commissioner Bretz noted that the outfitting cost for each command vehicle was \$3,500 rather than the usual amount of \$2,000, and wondered what represented the difference in cost. Assistant Chief James Lynch indicated that he would get back to Commissioner Bretz as soon as he has an opportunity to discuss the specific outfitting costs with Captain Gilbert Moreno who has more detailed information.

There were no further questions or discussion and the request for supplemental appropriation was adopted on recommendation of Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

D) Earthquake Preparedness

(Cont'd from Meetings of 06-13-89 & 07-25-89)

Report from Battalion Chief Gregory Abell concerning Fire Department's plans for disasters and how these plans will be implemented.

Battalion Chief Abell noted that each Commissioner previously received a packet containing: his two-page report on earthquake preparedness (see below), a 13-page report on "Search and Rescue Following 1988 Armenian Earthquake," and a one-page report on the Coalinga Earthquake, 1983. Battalion Chief Abell reviewed his two-page report and responded to questions from the Commission, which are summarized following Battalion Chief Abell's report:

Existing Plan

In the very immediate future the San Francisco Fire Department will adopt its new Earthquake Emergency Operation Mode Plan.

There are three ways the Department can enter into this emergency mode. They are:

1. Any chief officer can have the department enter into this emergency mode.
2. Communications Center can have the department enter into this emergency mode.
3. Any unit in the department that loses communication following a quake will automatically enter into this mode.

After the Department is in the emergency mode, Division Chiefs will have an at-large assignment in their respective divisions. Battalions will report to their pre-designated command posts. Companies will respond to their primary safe locations. A brief roll call will be conducted from Battalion Command. Companies will respond as to the condition of their personnel, equipment and a brief description of damage in their immediate vicinity.

Note: Assignments for personnel assigned to fire prevention and investigation, Division of Training and Bureau of Equipment have not been determined as of this date.

Battalion Command will then order their respective companies to survey their pre-designated survey areas. Companies will report to Battalion Command the condition of their survey area. For example: fires, collapsed buildings, impassable streets, etc. This information will be given by Battalion Command to their respective Division Chief who will give a general condition of their division to Central Command.

When the Department is in the emergency mode, all dispatching will be through Battalion Command.

4. REGULAR CALENDAR - NEW BUSINESS

D) Earthquake Preparedness (Continued)
(Cont'd from Meetings of 06-13-89 & 07-25-89)

The Advantages of this Plan are:

1. It serves as a size-up of the City following a destructive earthquake.
2. It provides proper prioritization of Department resources.

Other existing Fire Department programs are:

1. Portable water system - training has taken place using the hose tenders in-service.
2. Eight members have been scheduled for Urban Search and Rescue at Camp Parks near Pleasanton, California.
3. Recall program utilizing ferries to transport firefighters from the East Bay and Marin Counties.
4. A survey has been completed on all department property for seismic safety.
5. Implementation of Proposition "A" program is on-going.

Recommended internal Department projects that I feel should be undertaken are:

1. Identify diesel fuel locations within the City.
2. A self-help project that will assure that on-duty firefighters' families and homes are attended to by off-duty firefighters.
3. Determine the department's apparatus and equipment needs to deal with a major quake.
4. Identify the emergency fire pumps and electric generators that exist in the City's major buildings and study the most productive use of this equipment.
5. Develop a volunteer firefighter and disaster worker program for the Department.
6. Determine how fire equipment will be able to move down the streets that are covered with debris without getting flat tires.

Immediate Needs:

1. Immediate development of ham radio capability at the Department's Communications Center.
2. Obtain funds to purchase portable hand pumps (\$100 each) for pumping diesel fuel from emergency supplies.

4. REGULAR CALENDAR - NEW BUSINESS

D) Earthquake Preparedness (Continued)
(Cont'd from Meetings of 06-13-89 & 07-25-89)

The following major points/issues were raised during the 95-minute discussion:

- ... Earthquake plan patterned after Los Angeles City Fire Department which was established after San Fernando Earthquake.
- ... Communication Channels - The five available channels are inadequate to cover traffic. Federal Communications Commission allots channels. Waiting list for additional channels takes years.
- ... Chief Postel emphasized importance of the need for companies to evaluate damage in their response areas. This will ensure coordinated response to emergencies.
- ... Vice President Keke inquired about the adequacy of the communications system between the Fire Department and other agencies - San Francisco Police Department, Department of Public Works, Pacific Gas and Electric Company, etc. Battalion Chief Abell replied that improvement is needed.
- ... Vice President Keke asked about drills among the various departments. Battalion Chief Abell replied annually during the Earthquake Awareness Week the decentralized plan is put in operation. This involves participation of other agencies, but has to be improved upon.
- ... Vice President Keke suggested that the Department should determine how a successful earthquake plan should be structured then examine the impediments to the plan and work to eliminate the impediments one-by-one.
- ... Battalion Chief Abell commented that the Los Angeles Fire Department has 5,000 disaster volunteers, each of whom has received 20 hours of firefighting and first aid training.
- ... Chief Postel indicated that in addition to what Battalion Chief Abell discussed, Assistant Chief Blackburn is developing a battalion-by-battalion strategic operations plan. Each Battalion District will be examined. Pertinent facts that he learned while working on Proposition "A," the Earthquake Preparedness Plan during 1986, will be used for earthquake strategy at the battalion level; such as possible outbreak of fires and areas where water losses will occur.
- ... Vice President Keke suggested that the Department come up with a short list of things that the fire department can do and begin to work on this list so that concrete action steps can be completed. This list might include important activities that require coordination with other agencies.
- ... Commissioner Quinn suggested that the Chief of Department be advised that this issue is one of the Commission's top priorities and that he be directed to advise the Commission as to what staff he will assign to this issue and indicate what help he will need; what immediate needs should be addressed. President Jefferson suggested that this issue be placed on the Calendar again when the Chief is prepared to respond to the points raised by Battalion Chief Abell's report and the questions raised by the Commission.

4. REGULAR CALENDAR - NEW BUSINESS

D) Earthquake Preparedness (Continued)
(Cont'd from Meetings of D6-13-89 & 07-25-89)

... Vice President Keke thanked Battalion Chief Abell for his presentation.

... Assistant Chief Frank Blackburn was asked to elaborate on the portable water system and METS Communication System. The 1986 bond issue provided funds to upgrade the METS telephone system, which is the old police call box system. There are 500 call boxes in San Francisco. The contract has been awarded and it is in the construction phase, and should be completed within five months. The City owns the wires and the system survived the 1906 Earthquake. All key City officials will have a METS telephone system. This will provide the Fire Department with a relatively reliable telephone system. This system is maintained by the Department of Electricity. The METS switch is located at Central Fire Alarm and is separate from the Fire Department's AT&T system. The high pressure system will also have a separate radio system. The pumping station personnel will have their own communications network that will not interfere with the Fire Department's emergency radio traffic. Assistant Chief Blackburn took this opportunity to praise Chief Stationary Engineer George Furnanz, who was present to receive his retirement certificate. Mr. Furnanz has made outstanding contributions to the operational efficiency of both pumping stations, and Assistant Chief Blackburn called him a "mechanical genius." The portable water system is in the process of being completed but the Department lacks hose tenders for the system. The original plan called for 11 hose tenders plus hose. Due to budget problems, the Department could not purchase the required number of hose tenders.

... Commissioner Berman asked Assistant Chief Blackburn if he still had the charts and slides that he and Mr. Charles Scawthorn used in 1986 to convince the City of the need to place Proposition "A" on the ballot. Assistant Chief Blackburn replied affirmatively. Commissioner Berman suggested that the presentation be scheduled for a future Fire Commission meeting. President Jefferson suggested that the presentation be incorporated as part of Chief Postel's plan to be discussed at a Fire Commission meeting.

E) Immediate Replacement

Report from Chief of Department concerning immediate replacement issues regarding two promotional eligible lists:

<u>Rank</u>	<u>Expiration Date</u>
H30 Captain	Nov. 14, 1989
H6 Investigator	Nov. 20, 1989

Note: This item was continued after Item 4 I).

4. REGULAR CALENDAR - NEW BUSINESS

F) Retirement Certificates

Reported Awards of Honorable Service to the following members:

	<u>Type of Retirement</u>	<u>Years of Service</u>	<u>Date of Retirement</u>
Lieutenant Ronald A. Kall	Service	25	Jul. 14, 1989
Lieutenant John E. Perrick	Ind. Ois.	23	Jul. 06, 1989
Firefighter James M. Bogue	Ind. Ois.	31	Jul. 03, 1989
Firefighter Michael J. Noethig	Ind. Ois.	23	Aug. 12, 1989
Firefighter John M. Wikstrom	Ind. Ois.	15	Jul. 02, 1989
Chief Sta. Engr. George T. Furnanz	Service	5	Apr. 01, 1989
Sta. Engr. Clement Ferreira	Service	20	Apr. 29, 1989

Chief Stationary Engineer George Furnanz was present. His supervisor, Andrew Nielsen, Superintendent, Bureau of Engineering and Water Supply, commented that he has known George for 15 years; that he is a very talented and very practical engineer. When he joined the Fire Department five years ago, pumping stations 1 and 2 required 15 minutes to get a single pump on line. By reworking the vacuum system, pump priming, etc., he reduced this time to 45 seconds. He has been successful in everything he has tried and will be missed sorely.

Chief Postel invited Mr. Furnanz to step forward and presented the Retirement Certificate. Mr. Furnanz was congratulated by members of the Commission.

President Jefferson instructed Secretary Connors to mail the certificates to the retirees who were absent.

G) Division Chiefs

Monthly presentation from Assistant Chiefs - Divisions 1, 2 and 3.

Oivision 1 - Assistant Chief Frank Blackburn - Covers financial district and downtown area of the City. Highrise drills have been conducted with all companies coordinated by Assistant Chief William Shaughnessy; asbestos removal in highrise buildings; CRISP program in cooperation with the Bureau of Fire Prevention; BARTO and MUNI drills coordinated by Assistant Chief Edward Murphy; portable water system drills; station and company drills; drafting drills by engine companies; pier inspection by Fireboat Phoenix; under direction of the Chief, the Assistant Chiefs are conducting fire station visitation program to discuss problems/concerns with officers and members. Vice President Kekker asked Assistant Chief Blackburn what he thought was the biggest problem in his Oivision. Assistant Chief Blackburn responded he thought it was the promotional selection process; particularly the first promotional step to the rank of H20 Lieutenant.

Oivision 2 - Acting Assistant Chief Richard Condon - Many of the activities mentioned by Assistant Chief Blackburn are performed by Division 2, as well. He informed the Commission of a very successful ocean water rescue performed yesterday. Firefighter Douglas Riba, Engine 40, and a member of the Department's surf rescue team swam between 500-1000 yards to reach the victim and return him toward shore where other members of Engine 40 assisted in saving the man's life. This rescue program has been in operation for two years.

4. REGULAR CALENDAR - NEW BUSINESS

G) Division Chiefs (Continued)

The Department plans to train with the Park Service, and is also considering a plan to help patrol the beaches on unusually warm days (Station 18 and Engine 34). President Jefferson commented that this is an example of the type of activity that should be brought to the public's attention.

Division 3 - Assistant Chief William Richardson - Commented that Division 3 also participates in many of the specialized drills cited by Assistant Chief Blackburn. Some specialized projects include working with Glen Park Master Plan to devise ways to curtail fire problem in Glen Canyon; cracking down on illegal auto repairs in residential neighborhoods; vehicle accident review board (in 1988-89, there were 6,000 more emergency responses and total accidents were reduced by two). A public service message will be prepared to urge the drivers in San Francisco to be more alert to emergency vehicle responses and thereby assist the Department in reducing its accidents. Division 3 has Red Cap drills at the San Francisco International Airport firefighting companies.

Chief Postal noted that while the total number of responses last year increased from 53,000 to 58,000, the number of building fires fell by 300 which is quite an accomplishment.

H) Charter Amendment - Pay for Retirees
(Cont'd from Meetings of 07-25-89 & 08-08-89)

Presentation from Mr. Sol Weiner, chairman, retired police association, concerning proposed Charter Amendment (File No. 221-89-1) granting retired firefighters and police officers mid-year pay raises.

Mr. Leo Burns, a retired lieutenant in the San Francisco Fire Department, made the presentation in support of Proposition "E" on behalf of retired police officers and firefighters. The proposition not only affects retired firefighters but will affect active firefighters and police officers once they retire. Prior to 1986, retired firefighters/police officers received pay raises at the same time as active firefighters/police officers. Subsequently, the voters approved a Charter amendment granting active firefighters/police officers the opportunity to receive pay raises during the course of a fiscal year if any of the surveyed cities received such pay raises. The proposition inadvertently excluded retired firefighters/police officers. Proposition "E" is an effort to correct the oversight.

Commissioner Quinn moved and Vice President Keker seconded that Proposition "E" be endorsed. There were no further questions or discussion and the motion was unanimously adopted.

4. REGULAR CALENDAR - NEW BUSINESS

I) Public Comment

Ms. Okanata Leonard submitted five questions to the Commission requesting that she receive a written response to each. Chief Postal thought that the questions can best be answered with the advice of the City Attorney.

Mr. Marvis Phillips expressed his concerns about a situation that he has noticed at the location of fires. He believes that not enough citizens are aware of the vehicle code section that prohibits drivers from using streets occupied by fire trucks at a fire scene. He wondered if a public service announcement could be sent to newspapers that would urge drivers to respect police officers and others directing traffic at fire scenes. He noticed also a rash of arson fires has occurred and wondered if arson profiles could be sent to the various hotels as the arsonist may be shifting residence from hotel to hotel. He concluded by noting that he was pleased to see women firefighters assigned to the downtown fire companies.

Recess : 2013-2028

E) Immediate Replacement

Report from Chief of Department concerning immediate replacement issues regarding two promotional eligible lists:

<u>Rank</u>	<u>Expiration Date</u>
H30 Captain	Nov. 14, 1989
H6 Investigator	Nov. 20, 1989

Before discussion began, President Jefferson made the following comments:

I have been informed that the topic of immediate replacement which we are about to discuss has never been a subject for public discussion. Therefore, I think at the outset it is very important for the public to understand why the Commission has calendared this item. In the past, this issue has been within the Chief's discretion. The reason the Commission is hearing this matter now is that it has obviously - as evidenced by the attendance - evolved to the point where the Commission has a responsibility to review the issue to determine whether policy action is necessary.

We do realize that there are strong feelings in support of the practice of submitting immediate replacement resolutions as in the past; that there are strong feelings against submitting immediate replacement resolutions.

We hope that tonight's discussion will give both sides an opportunity to fully express themselves while providing the Commission with information to assist us in their deliberations. Tonight's proceedings will be conducted as follows:

4. REGULAR CALENDAR - NEW BUSINESS

E) Immediate Replacement (Continued)

... The Commission will hear from Chief Postel.

... The Commission will hear from those persons who wish to comment; listening to one person who supports the current practice of submitting immediate replacement resolutions, followed by one who opposes the practice of submitting immediate replacement resolutions. Speakers will alternate until all are heard.

Persons who wish to address the Commission are asked to come forward and sit at the table. If you have remarks in writing which you want to leave with the Secretary, that is acceptable. I would ask the speaker not to be repetitive. At this point, we will not set any time limits for speakers but I reserve the right to conclude remarks if the speaker appears to be repetitive or making comments that are irrelevant.

At the conclusion of the public discussion, the Commission under Calendar Item 5, will go into closed session and return to public session and make any appropriate statements.

President Jefferson asked Chief Postel for his comments. Chief Postel stated that he favors continuing the practice of waiving lump sum sick pay and submitting immediate replacement resolutions. Because of past practice and tradition there is a high expectation among the H30 Captain candidates that this practice would continue. As regards the possible number of vacancies that could occur over the next couple of years - during the life of the next Captain's list - our analysis indicates that during the first year there will be 21 officers from the rank of H30 Captain and above with at least 30 years of service. There will also be 30 officers from the rank of H30 Captain and above with between 25 and 30 years of service. During the second year of the list, an additional two officers would achieve 30 years of service, and an additional 11 officers would qualify for 25 years of service. Thus, over a two-year period 64 officers could retire.

Commissioner Berman inquired as to the length of the Captain's list. Chief Postel replied that it was a four-year list, scheduled to expire on November 14, 1989. Commissioner Berman noted that the list was adopted prior to the Consent Decree. Chief Postel confirmed that statement. Commissioner Berman inquired if the list had an adverse impact. Chief Postel replied that a Consent Decree provision required a special Captain's makeup exam for six black Lieutenants; two of whom were appointed to the rank of H30 Captain. This procedure eliminated the possibility of adverse impact.

President Jefferson opened the public hearing. Speaking in favor of the current practice was James Ferguson, President, Firefighters Local 798. He noted that in 1960 Local 798 attempted to get lump sum sick pay waived in order to make immediate appointments. This was achieved in 1974. After the strike in 1975 this provision was rescinded by the Board of Supervisors. Local 798 supports the practice which has been in effect since 1976. By changing this practice the Department would shorten all future lists by six months. The Captain position is one of the most important positions in the command structure. Concerning the H6 Investigator position, the Department has experienced persons waiting to fill these vacancies. It is imperative that the continuity be created. The Federal Court approved both eligible lists. Last August in the hearings on possible budget reductions held by Judge Patel a representative of the Mayor's budget staff, represented to the Judge that it was going to be the practice to immediately fill promotive positions. This was

4. REGULAR CALENDAR - NEW BUSINESS

E) Immediate Replacement (Continued)

discussed in the context of the number of new hires, the number of separations and the authorized strength of the uniformed force. Mr. Ferguson requested the Commission to support the Chief's recommendation.

Commissioner Quinn asked George Riley, Special Assistant, City Attorney's Office, if the court approved the H30 Captain exam. Mr. Riley responded that the two exams were not challenged, there was not a sufficient minority pool to raise a challenge.

Robert Oemmons, President, Black Firefighters Association, spoke in opposition to the practice. At the outset he explained the basis for the BFA's opposition, noting that it was a hard thing to deal with when you know individuals on the list, and your recommended actions may affect them. But it is also a hard thing to deal with when you understand that the citizens of San Francisco have a right to be represented in this Department through all ranks, and obviously the Commission, Department and City has taken that position. He disagreed with Chief Postel's projected retirements. He noted that a more accurate gauge of retirements would include the range of between 28 and 30 years, and not between 25 and 30 years. He also commented that the higher the rank achieved the longer the term of service. Well over half of the Assistant Chiefs have more than 30 years of service. He thought that the Department was going into a period where retirements would slow particularly in the higher ranks, making it more difficult to achieve integration in those ranks. This was recognized in the Consent Decree by establishing a trigger that would prohibit giving a Battalion Chief exam until ".... at least ten blacks hold permanent rank of H30 Captain or above." (This goes into effect after the 1989 Battalion Chief exam is given). BFA made its own projections on retirements and calculated that from now until the end of 1991 only 25 officers from Captain and above would have at least 30 years of service and could be counted as possible vacancies. If immediate replacements were made now for approximately 10 vacancies, there would be about 200 people (Lieutenants) competing for 10 or 11 jobs. For 1992-93 he projected 20 vacancies; 1994-95 he projected 13 vacancies. Right now, based on available work force there should be approximately 48 Captains from among members of the protected classes, whereas there are only about 10 appointments. For Battalion Chiefs, there should be 24, Assistant Chiefs should be 9; that includes all protected classes. Currently, there are no Asians above the rank of Lieutenant. By generating immediate replacement resolutions, the Department is going against its own policy for integrating the Department. This flies in the face of everything that the Consent Decree represents. Everyone knows what the policies and practices of the past have been and that is one reason why everyone wound up in court.

By eliminating half of the projected vacancies by manipulating the system is not in the best interest of the City or this Department. "It is a hard recommendation to make when you have individuals whom you can identify and also individuals who were not allowed an opportunity to compete on exams in the past, to be in a position to be on the list; and that is what we are dealing with and that is what we are talking about." Between 40 and 50 minorities would be able to compete in the next Captain exam. Most people in the Department will not retire until after the year 2000. With that, he urged the Commission not to approve immediate replacement resolutions, but only to fill vacancies that occur by natural process.

4. REGULAR CALENDAR - NEW BUSINESS

E) Immediate Replacement (Continued)

Commissioner Bretz asked how many spots the 200 candidates would be competing for. Mr. Demmons replied 26 over the next two years and if immediate replacement resolutions were approved for 9 positions there would be only 17 spots available. That is if all the Chiefs and Captains with 30 years or more leave the Department (based on the BFA's projected retirement figures). Vice President Keker asked how many people did not have an opportunity to get on this list. Mr. Demmons indicated that at the time the exam was given there were three Blacks who were eligible, no Asians, and approximately 10 Hispanics.

President Jefferson asked George Riley to explain the reason for the Captain's makeup exam as it relates to this list. Although the list was not subject to a challenge, the court saw fit to require a Captain's makeup exam. Mr. Riley replied that the reason was that the six individuals who took the Captain's makeup exam were precluded from competing when the 1985 Captain list was created because they were not Lieutenants. This put those six Lieutenants in the same position they would have been had they taken and passed the Lieutenant exam, and then had an opportunity to take the Captain exam. Commissioner Quinn asked Mr. Riley to clarify points made by Mr. Demmons concerning language in the Consent Decree regarding the number of promotions that can be made to the rank of Battalion Chief. Mr. Riley replied that with regard to the number of Battalion Chiefs who can be appointed in the 12-month period, the idea was to limit the number of appointments so that Battalion Chief opportunities could be held open for minority class members to move up through the ranks. With regard to the fact that at least 10 Blacks must hold permanent rank of H30 Captain or above before the next Battalion Chief exam, it is the same point. This is to afford more black Captains the opportunity to take the Battalion Chief exam.

David Clishan, Esq., representing eight eligibles on the H30 Captain list, asked to speak in favor of the practice of submitting immediate replacement resolutions (Eligibles No. 52 through 59). He commented that there is a possibility that up to 10 appointments could be made representing people who have retired or will retire before the end of September. Mr. Clishan distributed a packet to each member of the Commission consisting of five components:

1. Current H30 Captain list.
2. History of immediate replacements in the San Francisco Fire Department from 1977 to 1989.
3. Projection of those eligible to retire from the rank of Captain and above (64 positions by January 1992).
4. Projection of vacancies for future Captain's list.
5. List by names and service of those individuals who will have 30 years of service as of 1990 and those who will have between 25 and 30 by 1990.

Mr. Clishan briefly review all five components of his packet.

President Jefferson indicated that he can understand the advantage that immediate replacement has for those persons who are on the eligible lists but inquired as to how the Department benefits by this procedure. Mr. Clishan replied that the first benefit is that there are these vacancies that exist and have to be filled now through either overtime or differential pay but it is not a permanent appointment. The Department needs persons in these positions that

4. REGULAR CALENDAR - NEW BUSINESS

E) Immediate Replacement (Continued)

have been permanently appointed to create stability. This can only be done now through immediate replacement resolution. The second benefit is that the specific persons who would be promoted to these positions have many years of experience as a Lieutenant. The average length of service as a Lieutenant for this group is 10 years. The Department will be appointing Captains who are real veterans in the Department in a supervisory rank. Mr. Clishan referenced the 64 officers who he believes would be eligible for retirement by January 1992, commented that if 80 percent retire, that will create approximately 50 vacancies which will be more than sufficient to meet the requirements of the Consent Decree. He commented that it is not necessary to withhold appointing the next 9 or 10 vacancies in order to meet the goals set in the Consent Decree.

President Jefferson said that the Commission will next hear from a speaker who is against the proposal. Inspector Ernest Li, Bureau of Fire Prevention, indicated that he was not speaking against the proposal but merely wished to make a statement on behalf of Asian firefighters. He commented that Asians took a poll. The majority of persons polled agreed that the spirit of the Consent Decree was to give maximum opportunity for minorities to be promoted to the ranks within the Fire Department. However, the majority of Asians also felt that the present system should be upheld. At this point, Inspector Li asked to speak for himself. He commented that he had been in the Fire Department for 18 years and that in the past few years he had seen something developing in the Fire Department that was very disturbing to him. He commented that he had worked with many of the individuals attending tonight's meeting; that the color does not matter, everyone is a firefighter. The thing that has developed is the constant swing of aggravation and adversarial conditions of like people fighting one another. He did not believe, from listening to the testimony, that this is a yes or no situation. He believes that everyone should use this as an opportunity to come together, to work things out together, so that everybody benefits and everyone will be satisfied to the good of the Department and the good of the City. He believes that there is room for negotiations where compromise can be reached and people get together. He expressed a high respect for everyone who is present tonight because they would not be in attendance if they did not care. His concern was looking into the future. He would want to say to his children if they wanted to come into the Fire Department that they should carry on the traditions of this Department and not carry on the fight. It is ridiculous for like people to be fighting one another; it is counter-productive. "The decision-makers should look at this as an opportunity to move forward together; because we are only going to make it together. We are not going to make it in an environment where everything is negative. People say that I am dreaming, but I have to make this statement because I know that we can work things out. No one has discussed the possibility of negotiating and working things out." He challenged everyone involved who has the power to do so to encourage everybody to get together. If it continues to be a war of attrition, it will only produce victims and there are no winners.

No one else wished to speak against the proposal to submit immediate replacement resolutions, and the following individuals all spoke in favor:

Lieutenant Thomas Murray - He referred to material sent to the Commission and asked to briefly review that material: Fairness - the court did not throw out the Captain exam; promotions were made. The Captain's list was amended when three of the six black Lieutenants who took a makeup exam were placed on the list. The court has established a process, including exam deadlines. The City is meeting its goals and the process is being accepted. By not filling these

4. REGULAR CALENDAR - NEW BUSINESS

E) Immediate Replacement (Continued)

vacancies the list is being shortened. Minorities will be affected in the future if lists were shortened. He urged that the process of replacement be continued. He did not believe there would be much of a savings by not making the permanent appointments because under minimum staffing the positions have to be filled through overtime or differential pay. By not filling the Captain vacancies, the Lieutenant appointments would be delayed as well.

Assistant Chief James Olson, President, Fire Chiefs Association - The Fire Chiefs Association supports Chief Postal and his recommendation to immediate replace. This procedure will benefit the Department because right now there are 100 new Lieutenants (82 appointed June 1988, 18 appointed July 1989), with approximately one year's service. By appointing these new Captains you are taking approximately 10 experienced Lieutenants who will be able to provide guidance for the new Lieutenants. Also, it will provide new opportunities for a like number of Lieutenants. The Department needs experience. As a Chief Officer he sees the need. The Lieutenants who would be appointed as Captains each has 10 years experience, some even with prior experience as working as temporary Captains. These appointments would also be good for morale. The Department will benefit by appointing these experienced officers. In response to a question from Commissioner Quinn, Assistant Chief Olson thought the retirement age of officers would be dropping. He cited the age and service of three Captains who retired in July 1989.

Chief's Aide Brendan O'Leary - Indicated he would confine his remarks to recommending immediate replacement resolutions that would result in appointments from the H6 Investigator list. He thought that the H30 Captain list and H6 Investigator list were two separate issues. The H30 Captain exam and related exam are covered under the Consent Decree, whereas the H6 Investigator exam is not. Of the 73 firefighters ranked on the list, the number one ranked is Hispanic; three of the first seven are members of minority groups. Twenty of the eligibles (27 percent) are members of minority groups. Nineteen of the 20 have been promoted to the ranks of Investigator, Lieutenant and/or Captain. This list produced no adverse impact. Currently in the Division of Fire Prevention and Investigation, there are 52 positions filled by Investigators or Inspectors (uniformed and civilian). Twenty-three of these positions are held by minorities and women. There is an urgent need to fill the Investigator positions and there are qualified persons waiting to fill these positions. The caseload in July jumped 46 percent from previous months. There were eight arrests during the months of June and July. Future H6 Investigator exams are not guaranteed under the Consent Decree. There is no savings by not permanently filling these positions because the vacancies are filled daily through differential pay. The waiving of lump sum sick pay for H6 Investigator positions would not impact the goals of the Consent Decree. It is not covered by the Consent Decree and 44 percent of the positions in the Division of Fire Prevention and Investigation are held by minorities; over the life of the Consent Decree 54 percent of the H6 Investigator positions will become vacant through retirements. He requested that the Chief be allowed to immediately replace for H6 Investigator vacancies.

Commissioner Bretz asked how many H6 Investigator vacancies exist. Chief's Aide O'Leary replied that there are two now (resulting from retirement of two H32 Captains) and one more expected before list expires.

Chief Postal confirmed what Chief's Aide O'Leary stated "that there has been no opposition to waiving lump sum sick pay for the H6 Investigator positions." Chief Postal supports filling these vacancies.

4. REGULAR CALENDAR - NEW BUSINESS

E) Immediate Replacement (Continued)

Lieutenant Kevin Gonzalves - If minority status is being discussed on the Captain's list, no one who has spoken mentioned that there are three minorities who will be affected by this. All are Hispanic. Up to this point, it has been a Black or White issue. It should not be that way. All of us studied hard. We thought we were going to get a fair share. The list showed some inadequacies. People who were injured were given an opportunity to get on the list through a makeup examination. In response to a question from Commissioner Quinn, Lieutenant Gonzalves identified the three Hispanics as Robert Serrano, Kevin Gonzalves and Thomas Stewart.

President Jefferson commented that the Commission is not looking at this as a racial issue. It is a management question. Since the Consent Decree is part of the responsibility of the management of the Department, the Commission has to consider any adverse impact the Commission's decision may have.

In conclusion, Lieutenant Gonzalves summarized his activities and professional involvement in the Department, including teaching, training and committee work. He also noted that two Lieutenants on the list have been instructors at the Division of Training. The persons on the list have the experience of Leadership and hands on work. The Department will benefit by the administrative skills that these nine or 10 individuals can bring to the higher rank of H30 Captain.

Inspector Ernest Li (rebuttal) - He asked for an opportunity to comment on the remarks made by Chief's Aide Brendan O'Leary. Noting first that he has a lot of respect for Brendan O'Leary, he went on to say that some of Brendan's comments were misleading. Although the H6 Investigator and H4 Inspector positions are in the same division, they really are totally separate. There is no one present from Fire Prevention to represent what he has to say. Some Inspectors have held their positions from 8 to 10 years on a permanent limited tenure basis because last H4 Inspector list was thrown out. Their future has been stymied because the system did not have time to discern and evaluate the H4 Inspector test. The reference to minority representation among Inspector and Investigator ranks is subtly misleading because if you separate Prevention and Investigation, the numbers are different, and the numbers were not used properly. The balance of minorities and women come from Fire Prevention of which there are other subtle differences; namely, there are civilian inspectors and uniformed members. He thought it would be appropriate to ask Mr. Riley why an examination has not been held within the last 10 years.

Commissioner Berman asked if Inspector Li has any suggested remedies. He indicated that in his opinion the Department made a mistake in hiring civilian inspectors because it created an internal turmoil and divisiveness. He indicated he was a member of the committee attempting to bring the people together. A majority of civilian inspectors would be willing to consolidate into the Fire Prevention by giving up the civilian entry in lieu of one type of inspector. This will improve management for the officers and the Fire Marshal. Fire Prevention is a very important but overlooked part of the Fire Department. Inspectors have direct communication with the public and more importantly with public education. He believed that the Department should move towards a consolidation of having inspectors made into one type of inspector and the main thing is to have permanency for the people who have spent so many years in the Bureau.

Vice President Kekker commented that this sounded like a different issue from what is calendared and that this issue would be more appropriate for another

4. REGULAR CALENDAR - NEW BUSINESS

E) Immediate Replacement (Continued)

meeting. Commissioner Berman agreed with Vice President Keker and suggested that in consultation with Fire Marshal Medina and Chief Postal that this be calendared for a future meeting.

Chief's Aide Brendan D'Leary (rebuttal) - Noted that it was not his intention to mislead the Commission or Inspector Li. He commented that he stood by his facts. Inspector Li covered another subject. Many are concerned about the reorganization of the Division of Fire Prevention and Investigation. Getting back to the point of issue is that there is a valid H6 Investigator eligible list which is about to expire and we are supporting the Chief's recommendation to make immediate replacement. He respects Inspector Li's statement and once again it was not his intention to mislead anybody.

Note: The lengthy discussion concerning Calendar 4. E) has been summarized.

Persons who wish to listen to the entire discussion may request a copy of the tapes from the Fire Commission Secretary.

5. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

2212-2312

Concerning Calendar Item 4. E), Vice President Keker moved and Commissioner Berman seconded that the Commission give the Chief of Department discretion to submit immediate replacement resolutions to fill vacancies that currently exist or will be created by retirement applications filed with the Retirement Board no later than 5:00 p.m., August 29, 1989; that this discretion relates to the H3D Captain eligibility list due to expire November 14, 1989; that with respect to that list no retirement applications submitted after this date will be the basis for immediate replacement resolutions with regards to that Captain's list; that with respect to the H6 Investigator list, the Commission gives to the Chief of Department complete discretion to submit immediate replacement resolutions to fill vacancies that occur with respect to that list.

There being no further business to come before the Commission, the meeting was adjourned at 2315 hours.

Raymond G. Connors
Secretary

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SEP 26 1989

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No. 89-26

JOURNAL OF PROCEEDINGS

FIRE COMMISSION

Regular Meeting - Tuesday, September 12, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James O. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz

Vice President John H. Keker was excused for business reason, and
Commissioner Frank A. Quinn was excused for vacation.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
James R. Lynch

- Fire Prevention
- Support Services

Chief Officers - Firefighting Service:

Daniel E. Barden
Charles W. Zerbe
Louis J. Comaduran

- Division 1 (Acting)
- Division 2
- Division 3 (Acting)

2. Adoption of the minutes of the Regular Meeting of August 29, 1989.

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "H") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Lauer, Richard L. Lt. Col.	H1D C/A	D9-07-89 thru D9-10-89	4	CA Army Nat'l Gd. Sacramento, CA	Attend Active Duty Training
Gold, Theodore P. Lt. Col.	H2 FF	D9-D6-89 thru D9-D7-89	2	US Air Force Travis AF8, CA	Attend Active Duty Training

8) Retirements

Communications received from Retirement Board indicating the following members have retired:

					<u>Retirement Date/Age</u>
McDermott, John D.	1 M	H2D	Lieutenant	Service	Jul. D8, 1989 53
Fioresi, Alfred J.	1 M	H10	Chief's Aide	I/Dis. (lower back/neck)	Jul. D7, 1989 53

(Note: Retirement Certificates will be presented at Fire Commission meeting of October 24, 1989)

C) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during August, 1989.

D) Monthly Report - Management Services

Submitting monthly report from Assistant Deputy Chief, Management Services, concerning activities performed during August, 1989.

3. CONSENT CALENDAR

E) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - SEPTEMBER 9, 1989

H30 Captain

Daniel J. Murphy

F) Limited Tenure Appointment

Reporting the following LIMITED TENURE appointment:

EFFECTIVE DATE - SEPTEMBER 11, 1989

H40 Battalion Chief

Louis J. Birleffi
(vice: Robert Bechler,
retired)

G) Non-Civil Service Appointment

Reporting the following NON-CIVIL SERVICE appointment:

EFFECTIVE DATE - AUGUST 31, 1989

7334 Stationary Engineer

William C. Mund
(vice: As Needed)

H) Temporary Appointments

Reporting having made 50 temporary appointments
August 19 through September 1, 1989.

Commissioner Bretz moved and Commissioner Berman seconded. "H"
There were no questions or discussion and Items "A" through "H"
on the Consent Calendar were adopted or ordered filed as
appropriate.

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

Reported having made 50 temporary appointments during Payroll Period August 19 through September 1, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Barden, Daniel	H40	H30	8	20, 21, 24, 25, 27, 28, 30, 31
Callahan, Dennis	"	"	4	21, 22, 28, 29
Gordon, Richard	"	"	7	19, 21, 22, 26, 27, 29, 30
Goodwin, James	"	"	2	31, 1
McCarroll, David	"	"	2	24, 25
Shannon, Victor	"	"	1	1
Costella, Guido	H30	H40	2	19, 20
DiGiovanni, Anthony	"	"	7	19, 22, 23, 25, 26, 29, 30
Haberlin, David	"	"	1	19
Miles, William	"	"	1	19
Rebholtz, John	"	"	2	19, 20
Walsh, Richard	"	"	1	19
Birleffi, Louis	"	"	8	20, 21, 23, 24, 26, 27, 30, 31
Spinetta, Dominic	"	"	8	22, 23, 25, 26, 28, 29, 31, 1
Walsh, Donald	"	"	2	19, 20
Carey, William	H20	H30	1	1
Fennell, Gerald	"	"	2	23, 24
Fulmer, Daniel	"	"	2	19, 20
Gonzalves, Kevin	"	"	2	30, 31
Long, William	"	"	2	23, 24
Murray, Thomas	"	"	1	19
Rockett, Tyrone	"	"	1	1
Simi, Anthony	"	"	2	19, 1
Allen, Richard	H2	H20	10	21, 22, 23, 24, 25, 28, 29, 30, 31, 1
Fuhrman, Paul	H10	"	10	21, 22, 23, 24, 25, 28, 29, 30, 31, 1
Jebe, Henry	H2	"	2	21, 22
Cooney, Thomas	"	"	2	23, 24
Owen, Kenneth	"	"	2	19, 20
Hickey, Patrick	H2	H10	1	19
Matza, Brian	"	"	2	26, 27
Molinari, Raymond	"	"	8	19, 21, 22, 26, 27, 29, 30, 1
Malone, Jeffrey	"	"	2	26, 27
Koehler, William	"	"	2	26, 27
Ross, Thomas	"	"	2	27, 28
Payne, Harry	"	"	2	30, 31
Maher, Eugene	"	"	2	30, 31
Meltzer, Gary	H24	H32	10	21, 22, 23, 24, 25, 28, 29, 30, 31, 1
Kucich, Richard	H6	H24	10	21, 22, 23, 24, 25, 28, 29, 30, 31, 1

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Murray, Paul	H10	H6	9	20, 21, 23, 24, 27, 28, 30, 31, 1
Carr, Elmer	H2	"	10	21, 22, 23, 24, 25, 28, 29, 30, 31, 1
Gregg, Robert	"	"	10	21, 22, 23, 24, 25, 28, 29, 30, 31, 1
Patterson, Michael	H22	H32	8	21, 22, 24, 23, 28, 29, 30, 31
Rapp, Charles	H6	H22	8	21, 22, 23, 25, 28, 29, 30, 31
Elbeck, Roger	"	"	8	21, 22, 23, 24, 29, 30, 31, 1
Gardner, Ronald	H2	H4	5	21, 23, 24, 25, 28
Correa, Antonio	"	"	8	21, 22, 23, 25, 28, 29, 30, 1
O'Grien, Edward	"	"	1	21
Roberts, Leonard	"	"	8	21, 22, 23, 24, 29, 30, 31, 1
Lavelle, Michael	"	"	7	23, 24, 25, 28, 29, 30, 1
8ykoff, Michael	"	"	4	28, 29, 30, 31
<u>DISABILITY PAY</u>				
Gardner, Ronald	H2	H4	3	29, 30, 1
Lavelle, Michael	H2	H4	1	21

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted five letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

July 18, 1989

Mr. Duke Briscoe
San Francisco Airport Commission
San Francisco International Airport
San Francisco, CA 94128

Dear Mr. Briscoe:

I am writing to commend the performance of the Airport's emergency medical response team.

On Wednesday morning, July 5, 1989, I was injured in an accident in front of one of United Airlines' departure gates. As I was unloading suitcases from the trunk of my car and placing them on the curb for a skycap, the driver of the car parked behind me suddenly drove forward and pinned me between the bumpers of the two cars. I very much appreciate the professionalism of the response which followed.

The first people to help were dressed in plain clothes. One of them found a piece of cardboard for me to lie down on. Soon, a pair of emergency medical technicians arrived in an ambulance; they offered me support and first aid. Shortly thereafter, and I could not remember the order, appeared a doctor, a nurse, several airport police officers, and United Airlines Customer Service personnel.

While United's personnel took care of changing our flight reservations, the police gathered all of the data for an accident report, the doctor persuaded me to go to a local hospital for X-rays and the nurse made sure my fiance was able to drive well enough to follow the ambulance. The paramedics loaded me on to a stretcher and into an ambulance and off we went to Peninsula Hospital.

At the hospital, Dr. Barbara Barrett and her staff could not have been more caring, careful and efficient. I was released from the hospital in a few hours and helped into the backseat of our car.

We took another shot at flying back to New Jersey on Thursday, July 6, and were successful. United Airlines generously assigned us seats in the first-class section of the plane. The flight attendants removed the arm rest between the two seats so that I could elevate my legs per Dr. Barrett's instructions. The rest of the trip was completed without incident.

Accidents unfortunately do happen. I thought you might like to hear about my experience first-hand. Please convey my thanks to the dozen or so folks who came to my assistance that day - I really appreciate each of them.

Sincerely,

/s/ ROBERT N. WHITESEL
7 Alexander Drive
Randolph, N.J. 07869

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Police Department
City and County of San Francisco
850 Bryant Street
San Francisco, California 94103

August 18, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I would like to take this opportunity to commend your employee, Firefighter John Hanley. On the evening of August 26, 1988, Firefighter Hanley was approached by a distraught citizen who explained her house and car had been burglarized and the suspect was still in the vicinity. Firefighter Hanley immediately pursued and apprehended the suspect, holding him until members of our department arrived.

We salute the quick thinking and courageous actions of Firefighter Hanley. His intervention led directly to the timely arrest of the suspect who otherwise would most likely have made good his escape. We appreciate Firefighter Hanley's commitment to civic duty and his actions also reflect the reciprocal concern and assistance that exists between our departments.

Sincerely yours,

/s/ FRANK M. JORDAN
Chief of Police

* * * * *

Castro Valley Fire Protection District
20336 San Miguel Avenue
Castro Valley, California 94546

August 30, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I wish to take this opportunity to extend to you a sincere thank you for the opportunity to ride along with your L.T.I. truck companies and train on ladder company operations. The knowledge gained will assist us in developing a training program for our truck operations.

The officers who attended had a pleasurable experience, and were impressed by your companies' enthusiasm and acceptance to train and share with them. We feel that this type of training is invaluable, and will help build the network of professionalism that we are striving for in the Fire Service.

Once again, thank you.

Sincerely,

/s/ ROBERT WABERSKI
Fire Chief

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

July 18, 1989

The San Francisco Fire Department
San Francisco, California

Dear Sirs:

On July 11, 1989, at 9:30 p.m., I came home to the homeowner's worst nightmare - fire trucks were blocking my street at both ends. I parked crazily and stepped out of my car with my knees buckling, as a neighbor came toward me saying, "Your house is O.K. They saved it."

My neighbor's house, to which mine was attached by a party wall, was severely damaged and is presently uninhabitable. I am told the flames were leaping ten feet out over my house, and onlookers were sure my roof was gone. Yet there is relatively little damage to my house. Even the firemen who had to break into my house in my absence did a neat and minimally damaging job, which is astonishing under the circumstances.

My neighbors told me it was a miracle my house survived. I do not think it was a miracle - I think it was the result of exceptionally high skill and dedication. I have heard of the skill of the San Francisco Fire Department over the years, but had never had such personal contact before. I cannot begin to thank all of you who participated. I am sorry I do not know the names of each and every one of you. Bless you and thank you from the bottom of my heart.

/s/ LYNETTE CRANE
662 - 29th Street
San Francisco, CA 94131

* * * * *

July 18, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On Wednesday, July 12, 1989, I tried to get out of my hospital bed and fell to the floor. As I have a repaired hip and am legally blind, my sister called 911 for help.

Engine 39, Captain Velasquez with three firefighters responded IMMEDIATELY, checked for injuries - a bump on the brow and two scraped elbows - and carefully lifted me onto the bed.

My eternal gratitude to these wonderful firefighters! God bless you all!

Thankfully,

/s/ MARY MAC LEAN
125 San Fernando Way
San Francisco, CA 94127

* * * * *

4. REGULAR CALENOAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for August, 1989.

- a. There are 188 unfilled positions in the uniformed forces:
160 are vacant and 28 represent retirees receiving their accumulated sick pay.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	July	August
Vacation : Annual	19.10	16.77
IOV	6.77	6.35
F/H	1.10	1.16
Compensatory Time	2.23	2.29
Sick Leave	15.45	16.74
Disability	18.13	20.39
Military Leave	.16	.39
Other (LO/CTR)	3.87	3.29
Total	66.81	67.38

- c. The following W.O.O.'s were awarded during the month of August:

7 - H50 Asst. Chiefs, for 24 hrs	1 - H32 Captain , BFP, for 8 hrs
35 - H40 Batt. Chiefs, for 24 hrs	1 - H22 Lieutenant, BFP, for 5 hrs
80 - H30 Captains , for 24 hrs	20 - H4 Inspectors, BFP, for 87 hrs
112 - H20 Lieutenants , for 24 hrs	
64 - H10 C/Aides , for 24 hrs	
931 - H2 Firefighters, for 24 hrs	

- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

111 - Triple Combination Pumps
12 - Aerial Ladder Trucks
9 - Miscellaneous Vehicles

- ii) The following apparatus were out of service and under repair at Central Shops:

5 - Triple Combination Pumps
2 - Aerial Ladder Trucks
3 - Miscellaneous Vehicles

- iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:

2 - Triple Combination Pumps
2 - Aerial Ladder Trucks
0 - Miscellaneous Vehicle

- iv) The following apparatus were available for relief purposes:

5 - Triple Combination Pumps
0 - Aerial Ladder Truck
2 - Aerials as city service trucks (no aerial)

- v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,
/s/ FREDERICK F. POSTEL
Chief of Department

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

C) Probationary Appointment

Reporting the following PRDBATIONARY appointment:

EFFECTIVE DATE - SEPTEMBER 11, 1989

H30 Captain

Robert T. Serrano
(vice: Louis Birlleffi,
apptd. L/T H40 Batt. Chief)

Commissioner Bretz moved and Commissioner Berman seconded. There were no questions or discussion and the report of probationary appointment was adopted on recommendation of Chief of Department.

Chief Postel invited Captain Robert Serrano to step forward. Chief Postel briefly summarized the assignments held by Captain Serrano during his service with the Department. Chief Postel recognized and commended Captain Serrano for his participation in the San Francisco Firefighters Toy Program since 1972. Chief Postel administered the oath of office and pinned on the badge of office. Captain Serrano was congratulated by members of the Commission.

Captain Serrano stated that he was proud to be a member of one of the finest fire departments in the nation. He noted that he could not have attained the rank of Captain without the dedication, support and leadership of Chief Postel and his two Deputy Chiefs, and the officers and firefighters with whom he has had the privilege to serve for the past 22 years. He acknowledged and thanked his wife, Janice, for the support and encouragement she has provided for the past 24 years. He then introduced his mother-in-law, Josephine. His next introductions were reserved for his two daughters, Michelle and Kelly. He closed by introducing and thanking his parents, Margaret and John. He promised to continue to give a 100 percent effort as a Captain.

D) Status of EED Complaints

Report from Assistant Deputy Chief Frank Scales on status of EEO Complaints.

Assistant Deputy Chief Scales reported that during the month of August no EEO complaints were filed, but several mediation sessions were held to solve three minor disputes.

E) Public Comment

Ms. Gerry Long made the following statement:

As a concerned citizen, I would like to make a few comments:

At the last Fire Commission meeting, Chief Postel informed the Commissioners that the number of fires had decreased slightly from the prior year. I am pleased to hear this, but it tells only part of the story.

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

As a resident of a very highly flammable neighborhood I am concerned because, while the number of fires overall has decreased, the number of major fires - fourth and fifth alarms - has increased dramatically - 367 percent to be exact - over the prior year. The number of greater alarms has increased by 25 percent. This is a comparison of fiscal 1988 with fiscal 1989.

There were three major fires in fiscal 1988, while there were 11 major fires in 1989. In the first 11 weeks of fiscal 1990 there have already been three major fires - all fourth alarms.

At this rate 1990 will meet or exceed 1989.

I think the Commissioners may want to investigate why so many fires are getting to the fourth and fifth alarm magnitude and consider the tremendous toll that these very large fires is taking on the residents and businesses are affected.

Thank you.

Chief Postel indicated that not only have the total number of fires decreased there has also been a reduction in the number of fire fatalities (the lowest in recent history).

President Jefferson asked Chief Postel to introduce the two firefighting chiefs who were present tonight and were new to the Commission. Chief Postel introduced Temporary Assistant Chief Daniel Barden (Division 1), who is on the Assistant Chief's list, and Battalion Chief Louis Comaduran, who is an Acting Assistant Chief tonight. Chief Postel noted that he, Daniel Barden and Louis Comaduran all went through the drill tower together. The third chief present tonight who is known to the Commission is Assistant Chief Charles Zerbe.

5. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

Closed session was not held.

There being no further business to come before the Commission, the meeting was adjourned at 1828 hours.

Raymond G. Connors
Secretary

DOCUMENTS DEPT.

JOURNAL OF PROCEEDINGS

OCT 12 1989

SAN FRANCISCO
PUBLIC LIBRARY

FIRE COMMISSION

Regular Meeting - Tuesday, September 26, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President James D. Jefferson
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for vacation, and
Commissioner Henry E. Berman was excused for business reasons.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

James R. Lynch
Gary L. Musante

- Support Services
- Training

Chief Officers - Firefighting Service:

Frank T. Blackburn
Harry F. Brophy
Richard E. Condon

- Division 1
- Division 2
- Division 3 (Acting)

Note:

The Fire Commission acknowledged the presence of and welcomed Carnella Gordon-Brown. Carnella is an intern from the Coro Foundation and has been working with the Fire Department intermittently since September 11. She will be with the Fire Department for approximately four weeks and will visit the managers of the various Fire Department units in order to become familiar with the various operations of the Fire Department.

2. Adoption of the minutes of the Regular Meeting of September 12, 1989.

Commissioner Quinn moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "L") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from five members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
McKinley, Michael Chief Warrant Officer 2	H30 CAPT	09-12-89 thru 09-13-89	2	CA Army Nat'l Gd. Alameda, CA	Attend Active Duty Training
Griffin, James W. Petty Officer	H20 LT	09-16-89 thru 09-17-89	2	US Coast Gd. Res. Yerba Buena Is., CA	Attend Active Duty Training
Millard, Terry Sgt. 1st Class	H20 LT	09-15-89 thru 09-20-89	6	US Army Res. Hamilton Army Airfield, CA	Attend Active Duty Training
Gold, Theodore P. Lt. Col.	H2 FF	09-21-89 thru 09-25-89	5	US Air Force Res. Hickam AFB, HI	Attend Active Duty Training
Owen, Kenneth H. Sgt. 1st Class	H2 FF	09-09-89 thru 09-10-89	2	CA Army Nat'l Gd. Sharp Army Depot, Lathrop, CA	Attend Active Duty Training

8) Retirements

Communications received from Retirement Board indicating the following members have retired:

		<u>Retirement Date</u>
Landi, Ray A.	H50 Assistant Chief	Sep. 16, 1989
Ahrens, Edwin M.	H40 Battalion Chief	Sep. 16, 1989
Maguire, Bernard	H30 Captain	Sep. 22, 1989
Spediacci, Richard F.	H30 Captain	Sep. 22, 1989
Merillion, Ralph P.	H2 Firefighter	Sep. 01, 1989
		(Hearing Loss)

(Note: Retirement Certificates will be presented at Fire Commission meeting of October 24, 1989)

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during August, 1989.

3. CONSENT CALENDAR

O) Limited Tenure Appointment

Reporting the following LIMITED TENURE appointment:

EFFECTIVE DATE - SEPTEMBER 21, 1989

H24 Lieutenant, 8FI

Richard F. Kucich
(vice: Gary Meltzer,
apptd. H32 Capt.)

E) Lay-Off

Reporting lay-off of probationary
H110 Marine Engineer David C. Owen,
effective close of business September 3,
1989, because the permanent Marine
Engineer returned to duty.

F) Non-Civil Service Appointment

Reporting the following NON-CIVIL SERVICE appointment:

EFFECTIVE DATE - SEPTEMBER 9, 1989

H110 Marine Engineer - Fireboat

David C. Owen
(vice: As Needed)

G) Leave of Absence

Submitting request for leave of absence with pay
for Captains Stephen Freeman, Harold Gamble, John
Reholtz, Lieutenants Edward Liggins, Rene Revel
and Frederico Sanchez, Division of Training, for
five days, October 8 through October 12, 1989, in
order to attend a specialized training course in
Heavy Rescue taught by the California Fire Academy,
in Camp Parks, California. The estimated cost is
\$1,400, and is included in the 1989-90 budget.

H) Leave of Absence

Submitting request for leave of absence without
pay from 1842 Management Assistant Jay A. Sayed,
for three months (sick leave), October 1 through
December 31, 1989.

3. CONSENT CALENDAR

1) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
WLF, Engine 18 Off: Lt. Robert Andersen; Drv: FF Clarence Ruffin	54-89	07-10-89	573	C	File
ALF, Truck 16 Off: Lt. John Steddin; Drv: FF Sidney Taylor; Tlrm: FF Thomas Gorman	55-89	07-10-89	625	C	File
Truck 18 Off: Lt. Robert Fennell; Drv: FF Thomas Griffin; Tlrm: FF Ted Mares	56-89	07-16-89	661	C	File
Engine 7 Off: Lt. James McHugh; Drv: FF Michael Rice	57-89	07-22-89	536	C	File
Ford, 8FP Drv: Insp. Glenn Alston	58-89	07-24-89	011	A	Bill
Ford, 8att. 8 Off: B/C Henry Smith; Drv: C/A Eduardo Gonzalez	59-89	07-25-89	370	A	Bill
Ford, 80E Drv: Capt. Gilbert Moreno	60-89	07-28-89	958	C	File
ALF, Engine 9 Off: Lt. Donald Carlson; Drv: Michael Braida	61-89	07-30-89	553	A	Bill
ALF, Engine 12 Off: Capt. Raymond Tomasello; Drv: FF Winona Jones	62-89	08-10-89	544	A	Bill
WLF, Engine 6 Off: Lt. Philip Kelber; Drv: FF James Keane	63-89	08-10-89	551	C	File

Note:

Category A - An accident in which Fire Department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances, and rules.

Category C - A traffic accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

3. CONSENT CALENDAR

J) City Attorney

Submitting communications from Ray King, Chief, Bureau of Claims, City Attorney's Office, concerning settlement of the following claims:

OEBOURAH A. WELLIVER, in the amount of \$726.00.
Claim arises out of automobile damage occurring on July 10, 1989, at Franklin and Bay Streets, S.F., CA.
(Acc : 55-89 (C); ALF, Truck 16;
Off : Lt. John Steddin;
Drv : FF Sidney Taylor;
Tlrm: FF Thomas Gorman)

JUAN ANTONIO MOLINA, in the amount of \$328.85.
Claim arises out of automobile damage occurring on July 22, 1989, at Rondel Alley and 16th Street, S.F., CA.
(Acc : 57-89 (C); Engine 7;
Off : Lt. James McHugh;
Orv : FF Michael Rice)

OENNIS M. OWEN, in the amount of \$723.22.
Claim arises out of property damage (vehicle) occurring on May 17, 1989, at 2245 Jerrold Avenue, S.F., CA.

PAUL J. MURRAY, in the amount of \$1,203.87.
Claim arises out of property damage (vehicle) occurring on July 19, 1989, at 676 Howard Street, S.F., CA.

K) City Attorney

Submitting communication from Ray King, Chief, Bureau of Claims, City Attorney's Office, concerning settlement of the following claim:

KEN WOLLESEN, in the amount of \$500.00.
Claim is for reward pursuant to Ord. 277-69, which allows \$500 payment for person giving information leading to the arrest and conviction of any person turning in a false alarm. Incident occurred on July 7, 1989, at Church and 26th Streets, S.F., CA.

L) Temporary Appointments

Reporting having made 48 temporary appointments September 2 through September 15, 1989.

Commissioner Bretz moved and Commissioner Quinn seconded. There were no questions or discussion and Items "A" through "L" on the Consent Calendar were adopted or ordered filed as appropriate.

3. LUNSENI CALENDAR

L) Temporary Appointments (Continued)

Reported having made 48 temporary appointments during Payroll Period September through September 15, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Barden, Daniel	H40	H50	9	4,5,7,8,10,11,12,13,15
Condon, Richard	"	"	7	5,6,8,9,11,12,15
Shannon, Victor	"	"	1	2
DiGiovanni, Anthony	H30	H40	7	3,4,6,7,9,10,15
Groshong, James	"	"	2	14,15
Pell, John	"	"	2	5,6
Birleffi, Louis	"	"	5	2,3,5,6,10
Spinetta, Dominic	"	"	8	3,4,6,7,9,10,14,15
Peeff, John	"	"	2	9,10
Carey, William	H20	H30	1	2
Fulmer, Daniel	"	"	2	5,6
Jonasson, Richard	"	"	2	5,6
Jones, Francis	"	"	2	5,6
Lavaysse, Gary	"	"	2	7,8
Rockett, Tyrone	"	"	1	2
Serrano, Robert	"	"	1	10
Simi, Anthony	"	"	1	2
Allen, Richard	H2	H20	10	4,5,6,7,8,11,12,13,14,15
Fuhrman, Paul	H10	"	10	4,5,6,7,8,11,12,13,14,15
Serafini, William	H2	"	1	6
Cole, Gardner	H2	H10	2	14,15
Hickey, Patrick	"	"	2	12,13
Kurpinsky, Paul	"	"	2	13,14
McCrystle, Eileen	"	"	6	7,8,9,10,12,13
Molinari, Raymond	"	"	8	2,5,6,8,9,11,12,15
Owen, Kenneth	"	"	2	12,13
Blake, John	"	"	1	15
Lovely, Thomas	"	"	2	13,14
Ross, Thomas	"	"	2	3,4
Mason, James	"	"	2	6,7
Callaghan, Kevin	"	"	2	6,7
Meyer, Fred	"	"	2	9,10
Jackson, William	"	"	2	9,10
McDonagh, James	"	"	1	10
Armenta, Daniel	"	"	2	10,11
Ballard, Mario	"	"	2	13,14
Meltzer, Gary	H24	H32	10	4,5,6,7,8,11,12,13,14,15
Kucich, Richard	H6	H24	10	4,5,6,7,8,11,12,13,14,15
Murray, Paul	H10	H6	10	4,5,6,7,8,11,12,13,14,15
Carr, Elmer	H2	H6	10	4,5,6,7,8,11,12,13,14,15
Gregg, Robert	"	"	10	4,5,6,7,8,11,12,13,14,15

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

<u>NAME</u>	<u>PRESENT</u> <u>RANK</u>	<u>HIGHER</u> <u>RANK</u>	<u>NO. OF</u> <u>WORK</u> <u>DAYS</u>	<u>DATES</u>
Patterson, Michael	H22	H32	8	4, 5, 6, 7, , 11, 12, 13, 14
Rapp, Charles	H16	H22	8	4, 5, 6, 7, 11, 13, 14, 15
Elbeck, Roger	"	"	8	4, 6, 7, 8, 11, 12, 13, 15
Correa, Antonio	H12	H4	8	4, 5, 6, 7, 11, 12, 13, 14
Lavelle, Michael	H10	H4	8	4, 5, 6, 7, 12, 13, 14, 15
Roberts, Leonard	H12	"	8	4, 6, 7, 8, 11, 12, 13, 15
Bykoff, Michael	"	"	8	5, 6, 7, 8, 11, 13, 14, 15
<u>DISABILITY PAY</u>				
Gardner, Ronald	H2	H4	7	5, 6, 7, 12, 13, 14, 15

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Fire Department
City and County of Honolulu
1455 S. Beretania Street, Room 305
Honolulu, Hawaii 96814

September 8, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Captain Range and I wish to express our appreciation and thanks to Assistant Chief Joseph Median; Captains Charles Farrell, Michael Patterson, Gary Meltzer; and Inspector Milton Yuen for their assistance and hospitality on our recent visit to your department. The information exchanged reflected their knowledge and experience and was conveyed in an exemplary manner which is an asset to your department.

Thank you again for your assistance.

Sincerely,

/s/ PAUL D. YOUNG
Acting Battalion Chief
Fire Prevention Bureau

* * * * *

July, 1989

The San Francisco Fire Department
San Francisco, CA 94102

Dear Sirs:

I just wanted to drop you a note to thank the members of your crew who have responded to a few 911 calls to my apartment (once even to the Safeway parking area). I am a 73-year-old widow, living alone, and subject to occasional severe asthma attacks which are rather scary. I can feel myself relaxing as soon as the crew shows up - knowing I will be well taken care of. Just wanted you to know how much you are all appreciated.

Sincerely,

/s/ MARGRET OLDS
5074-A Diamond Hts. Blvd.
San Francisco, CA 94131

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

July 27, 1989

Dear Chief Postel:

When we last corresponded I was requesting permission for my YMCA Indian Guides and Princess to visit San Francisco's fireboat "Phoenix." My Indian Guide Tribe did just that on Saturday morning, July 22, 1989.

I would like to take this opportunity to thank both you and the officers and men of Station 35, Fireboat 1 for an extremely interesting and informative two hours. These gentlemen were very courteous, friendly and helpful.

Some of the children have taken the time to send their own personal thanks. I would greatly appreciate it if you could forward these to the men of Station 35, Fireboat 1. Again thank you for your consideration.

Sincerely,

/s/ EDWIN G. MULLIN
9960 Brunswick Court
San Ramon, CA 94583

* * * * *

July 17, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I do not know how to express what I am about to say - it lies so deeply in my heart.

This is a little note to express our very great appreciation to Station 23 under Captain Richard Walsh, Firefighters Fred Fegan, Bernard Gibson and Ken Scalmanini.

For the past several years I have had a history of "angina." On the evening of June 8, 1989, around 7:30 p.m., I had a real bad pain in my chest. My friend rang 911. Firefighters were here in seconds. Everyone was helping me to feel better giving me oxygen, etc., until the ambulance arrived.

This is not the only time that Station 23 has come to our assistance. The time was January 2, 1981. My husband had been ill for the past 4 years. This morning around 7:30 a.m., my husband was suffering from "cardiac arrest." My doctor had called for an ambulance; when the ambulance came everything in the ambulance went dead. They called Station 23 and when they arrived they took over until another ambulance arrived. Although I lost my husband that morning at St. Mary's Hospital, I will never forget and we take great pride in the action of Station 23, to any urgent community need.

God Bless them all.

Yours very truly,

/s/ MARIE E. ROGERS
1570 - 45th Avenue
San Francisco, CA 94122

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

July 28, 1989

A) Letters of Commendation (Continued)

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Our son Jeffrey, age 4, is fascinated by firefighters and their equipment. In the last two years we have visited the Stonestown, Presidio Avenue and 32nd and Ortega stations several times. Every person from the SFFD with whom we have come in contact has been terrific - from the stations we have visited, to the firefighters we have met in the grocery store.

Inspector Joseph Daly showed special kindness to Jeffrey at a fire in our neighborhood a few months ago.

Captain Jack Carroll and others from the firehouse at 18th and Rivera made a special visit to our home for Jeffrey's birthday party earlier this month after their planned inspection of fire hydrants in our neighborhood. Their friendliness, patience, good humor and enthusiasm made Jeffrey's birthday party one he will never forget.

Jeffrey is frequently reserved around strangers. However, in each of our contacts with the SFFD, the personnel have been so friendly that Jeffrey feels quite comfortable with them. Consequently, his knowledge and fascination continue to grow.

In honor of the San Francisco firefighters, we have enclosed a check. We hope this donation can be used for a worthy cause by the SFFD.

Sincerely yours,

/s/ JOHN AND JANE KNOX
1874 - 20th Avenue
San Francisco, CA 94122

* * * * *

Del Monte Foods, USA
P. O. Box 3575
San Francisco, California 94419-3575

May 3, 1989

Captain Thomas Nyhan
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Captain Nyhan:

On behalf of Del Monte Foods, USA, I wish to thank you and the San Francisco Fire Department for participating in our Earthquake Preparedness program.

Please accept our check in the amount of \$300, payable to the Learn Not to Burn account, in appreciation of your fine work.

Best wishes for the continuing success of the SFFD, and especially to you on your retirement.

Sincerely,

/s/ AYAKO QUON
Adm. Coordinator, Personnel

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Certificate of Appreciation - Firefighter Patrick Buddington

Presenting Certificate of Appreciation from Mayor Art Agnos in recognition of Firefighter Patrick Buddington's dedicated and outstanding service to the people of San Francisco and his designation as San Francisco Chamber of Commerce 1989 Firefighter of the Year.

Secretary Connors announced that Deputy Mayor Gayle Drr-Smith would make the presentation on behalf of Mayor Art Agnos. Deputy Mayor Drr-Smith commented that she first met Firefighter Patrick Buddington a few weeks ago at the Chamber of Commerce Annual Awards luncheon for outstanding public safety officers for fire, police, and medical services. She was very impressed with the actions performed by these award recipients. As a former police officer, she closely identifies with the members of the uniformed forces and is aware of their courage and dedication. She is impressed by Firefighter Buddington's valor in effecting the great rescue under very precarious and dangerous circumstances. Upon returning to her office at the conclusion of the Chamber of Commerce Award Ceremony, she briefed Mayor Agnos and she was instructed to prepare Certificates of Appreciation from the Mayor to all the award recipients. She expressed her appreciation for the commitment and dedication that exist in the ranks of the fire services. In the last six months she has had the opportunity to see the Fire Department in action at some greater alarms of fire and is very impressed with the firefighters' commitment and skill.

C) Meritorious Action

Presenting Certificate of Merit to Ms. Lisa Torres for heroic action performed during a fire on April 28, 1989, at 2295 Francisco Street.

Secretary Connors reported that Ms. Torres was not present. President Jefferson instructed the Secretary to forward the Certificate of Merit to her.

D) Probationary Appointments

Reporting the following PRDBATIDNARY appointments:

EFFECTIVE DATE - SEPTEMBER 21, 1989

H32 Captain - Div. of FP&I

Gary D. Meltzer
(vice: Richard Crispen,
retired)

H6 Investigator

Paul J. Murray
(vice: Richard Kucich,
apptd. L/T H24 Lieut.)

5. REGULAR CALENDAR - NEW BUSINESS

D) Probationary Appointments (Continued)

Commissioner Quinn moved and Commissioner Bretz seconded. There were no questions or discussion and the report of probationary appointments was adopted on recommendation of Chief of Department.

Chief Postel invited Captain Gary Meltzer and Investigator Paul Murray to step forward. Chief Postel briefly summarized the assignments held by Captain Meltzer and Investigator Murray during their service with the Department. Chief Postel administered the oath of office to Captain Meltzer and Investigator Murray, and pinned on the badge of office. Captain Meltzer and Investigator Murray were congratulated by members of the Fire Commission.

Captain Meltzer introduced his wife Thelma and two daughters - Kathy and Ann, Bill Williams - Chief of Presidio Fire Department, Chief and Mrs. Kenney (President, Northern Division, Fire Prevention Officers Section, California Fire Chiefs Association), cousin Chester Chin and wife, Mr. Joe Walsh, and Mr. Tom Leary.

Investigator Murray introduced his cousin from Ireland, Courtney Murphy.

E) Fire Department Chaplain

Introducing and presenting badge of office to Rev. James McCray, Jr., Minister, Jones Memorial United Methodist Church.

President Jefferson commented that it was a privilege to welcome and present the badge of office to Rev. James McCray. President Jefferson commented on Rev. McCray's background, noting that he is a native San Franciscan; married a and father of four children; graduated from Riordan High School; received a Bachelor's Degree in English and Psychology, Morehouse College, Atlanta, Georgia; and Master of Divinity Degree and Doctor of Ministry Degree from the School of Theology, Claremont, California. He began his ministry with an assignment at the Vermont Square United Methodist Church, Los Angeles, California; was Minister, Pittsburg United Methodist Church, Pittsburg, California; Professor in Behavioral Science, Los Medanos Community College; and is currently the Minister of Jones Memorial United Methodist Church, San Francisco.

Rev. McCray introduced his wife Fatima. He thanked President Jefferson and indicated that he is honored and proud to be given this opportunity to serve the firefighters of the City of San Francisco. He thanked Assistant Deputy Chief Frank Scales for his orientation, and Assistant Chief Gary Musante for his invitation to attend the Stress Unit Committee meetings, and he looks forward to working with all the officers and firefighters.

Commissioner Bretz commented that Rev. McCray sat for four-and-a-half months on Mayor Agnos's Committee on the Commissions. She grew to know and respect him as both attended the weekly Monday night meetings to screen candidates for the Fire and Police Commissions. He performed an excellent job, and the Fire Department is lucky and pleased to have Rev. McCray join the rank.

5. REGULAR CALENDAR - NEW BUSINESS

F) Guidelines for Race and Ethnic Identification of SFFD Employees

Presentation by Victoria Macklin, Manager, Human Resources, concerning ethnicity policy for the San Francisco Fire Department.

President Jefferson announced that the Commission had received requests to continue this item, but the presentation prepared by Ms. Victoria Macklin will be made tonight with the opportunity for persons to ask questions, then the item will be continued.

Ms. Victoria Macklin noted that each Commissioner had received a four-page copy of a document entitled "Guidelines for Race and Ethnic Identification of Employees." She noted that this document is a draft of policy prepared by herself, Ms. Dorothy Yee, Director, EEO Unit, Deputy City Attorney Eric Uhl, and Deputy City Attorney John Holtzman. The representatives of these agencies had several meetings which resulted in the document before the Commission. Basically, the document incorporates the federal guidelines pertaining to race and it has been adopted as the City's and Fire Department's guidelines. To these guidelines, the Fire Department added a procedure to follow when a member of the Department wishes to change his or her ethnicity. There was considerable discussion as to how to define a person's race based on the percentage of that person's race. Substantial documentation and evidence is required before a change can occur. Ms. Macklin commented that the issue of documentation comes into place most frequently when a person claims to be Hispanic, because Hispanic is not a racial designation; it is a cultural designation. In addition to demonstrating the necessary lineage persons who claim to be Hispanic must also present evidence that they, for example, clearly identify with Hispanic culture (speak Spanish, reside in Hispanic community; they are identified in that community as Hispanic; perform duties as a Hispanic translator; belong to Hispanic organization; etc.)

Commissioner Quinn noted that the original purpose of this identification was to have a supervisor or person accepting applications do the identification because that is where the discrimination could occur. This has changed over the years because of affirmative action programs and court mandates. It is now a difficult situation which has to be watched closely.

In response to a question from President Jefferson, Ms. Dorothy Yee said that the guidelines before the Fire Commission are the same for all other City departments, with the exception that those for the Fire Department contain some terms relating to the Consent Decree, the Court Monitor, and notification. These terms are not found in guidelines for other City departments. She also commented that Dennis Hayashi for the Plaintiff-Intervenors had also requested continuance to give them an opportunity to further study the notification part of the guidelines. President Jefferson also acknowledged that Local 798 had requested a continuance.

In response to question from the audience asked by Ms. Susan Stacks, Ms. Macklin said that racial classification is based on self-identification, on how a person identifies himself or herself.

Ms. Macklin defined the procedure for requesting a change in a person's race or ethnicity identification, noting that the member would submit a request to her in writing. She would request the necessary documentation, review the evidence and make a determination. If in her judgment there was sufficient evidence she would forward the request to Civil Service Commission. If not, it would not be forwarded. But Civil Service would make the ultimate determination. The individual has the right to appeal her decision as well as the Civil Service Commission's decision. An appeal of Ms. Macklin's decision would be made to the Civil Service Commission, EEO Unit.

4. REGULAR CALENDAR - NEW BUSINESS

6) Fire Commission Resolution

Submitting Resolution No. 577, amending Article 40 - Discipline, Section 4D06, of the Rules and Regulations to entitle members to appear and be present at their trial and hearing before the Commission, rather than require such appearance, and to change the maximum time to schedule the trial and hearing from 30 days to 36 days.

President Jefferson directed that the resolution be posted for two weeks in accordance with Charter Section 3.500(a) and calendared for adoption at the meeting of October 10, 1989.

H) Division Chiefs

Monthly presentation from Assistant Chiefs - Divisions 1, 2 and 3.

Division 1 - Assistant Chief Frank Blackburn

- ... Weekly drills were performed by engine and truck companies.
- ... Highrise Training Program has been completed, under the direction of Assistant Chief William Shaughnessy.
- ... Special Training - Developed a pilot program to train all department members on portable water system. Will begin in November.
- ... Orientation - New Marriott Hotel on Market at Fourth Street. First and second alarm assignments visited hotel.
- ... Major Fires - Division 1 - Eight greater alarms occurred since July 1 (six seconds, one third and one fourth).

He commented on the fourth alarm of fire at Stockton and Vallejo involving a three-story building, with roof space of 5,000 sq. ft. Firefighters had difficulty ventilating the roof and, in his opinion, this problem was directly related to reduced truck staffing. He explained what occurs in a building that is not ventilated properly - heat and smoke buildup and back-draft could occur and impact firefighters' safety. This causes companies to leave the building and roof, and the fire is extinguished with ladder pipes. In his opinion department tactics will have to be changed to reflect current staffing levels. One suggestion being studied by the Chief is to have an additional truck dispatched on a second alarm. In response to questions from the Commission, Assistant Chief Blackburn explained the details of building ventilation, both interior and roof, and how truck companies and engine companies are utilized at a greater alarm.

President Jefferson asked Chief Postel to provide the Commission with a report of this fire and also, address the issues raised by Assistant Chief Blackburn.

- ... Strategic Operational Plan - Steady progress is being made. Battalions 7 and 10 are developing a pilot program that could be applied City-wide.

4. REGULAR CALENDAR - NEW BUSINESS

H) Division Chiefs (Continued)

- ... Hose Tender No. 8 - Placed in service today (portable water system use), carries one mile of hose, six portable hydrants and related equipment.
- ... Proposition "A" - 1986 Bond Issue - Contract for first group of eight cisterns in Bayview/Hunters Point has been awarded.

Division 2 - Assistant Chief Harry Brophy

... Project Assignment Update

- .. Plaza West - The problem of people on site has been corrected with demolition of old site and the start of new construction.
- .. Station Improvement Plan - He cited a case where a fire station wanted to expand its weight room. Legal guidance has been established if a similar situation occurs.
- .. Meetings of on-duty Chief Officers - These will be held weekends because Division of Training facilities are occupied, Monday through Friday. He suggested that a preliminary meeting be held before the weekend so that the Administration could have an opportunity to answer questions and make policy. This would make the weekend meetings more informative.

- ... Orientation - Division 2 companies that would respond to the new Marriott Hotel at a greater alarm will arrange for visits there.

President Jefferson asked Chief Postel how these tactical issues currently are addressed. Chief Postel responded that they first have to be brought to the Administration's attention, which is one reason why he likes to respond to greater alarms. When Assistant Chiefs notice that some kind of procedure is needed or should be changed, as managers of their Division, it is incumbent upon them to bring the matter to the Administration's attention, usually with a recommended solution. As an example, he cited the one and four truck company situation which is being reviewed under the guidance of Assistant Chief Howard Slater. The normal procedure is to encourage as much involvement as possible, to get them to solve the problems themselves, with the administration's review and approval.

President Jefferson asked Chief Postel who attends staff meetings. Chief Postel responded that there are two types of meetings: suppression and administration. The suppression has a daily meeting with the Deputy Chief (Monday through Friday), and he (Chief Postel) occasionally attends these meetings. The administrative staff meetings usually include the Chief Officers at Headquarters.

Division 3 - Acting Assistant Chief Richard Condon

- ... Special Project - Glen Park Canyon Master Plan re: weed abatement and fire control.
- ... Accident Review Board - Under Assistant Chief Richardson's direction public service announcements will be aired dealing with driver awareness to encourage citizens to be more alert when fire department apparatus respond to fires and emergencies.

4. REGULAR CALENDAR - NEW BUSINESS

H) Division Chiefs (Continued)

Commissioner Bretz asked when these public service announcements would be ready. Deputy Chief Farrell responded that Assistant Chief Richardson has until October 1, 1989, to prepare an action plan.

... Fire Flows - Assistant Chief James Olson is working with the Water Department charting fire flows for target hazards.

President Jefferson commented that he finds the monthly reports from the Divisions to be very informative and educational. Commissioner Bretz concurred.

Commissioner Quinn suggested that public service announcements on 911 and "How to Report a Fire" be submitted to neighborhood media.

Chief Postel reported on "CPR Saturday" held on September 23, 1989, at Candlestick Park. The event, which began at 0600 hours, taught people to use CPR. Dr. Odellia Gruan coordinated the event which was very successful. Many persons volunteered to teach CPR, including officers and firefighters from Station 15.

Commissioner Quinn suggested a letter of commendation be sent to Station 15 for their participation in "CPR Saturday."

I) Retirement Certificates

Reported Awards of Honorable Service to the following members:

	Type of Retirement	Years of Service	Date of Retirement
Assistant Chief John H. Hirshfeld	Service	35	Jul. 13, 1989
gattalion Chief Robert L. Bruno	Service	31	Jul. 06, 1989
Captain Michael Cutone	Service	26	Jul. 08, 1989
Captain Timothy J. Miles	Service	26	Jul. 07, 1989
Captain Michael A. Sullivan	Service	27	Jul. 08, 1989
Lieutenant Reno R. Cervelli	Service	29	Jul. 05, 1989
Lieutenant Bernard LaGrave	Service	26	Jul. 08, 1989
Lieutenant Warren D. Mahan	Service	26	Jul. 22, 1989
Lieutenant John J. Puccinelli	Ind. Dis.	18	Nov. 23, 1988
Captain Richard R. Crispen	Service	30	Jul. 22, 1989
Captain Thomas T. Nyhan	Service	27	Jul. 22, 1989
Inspector Maurice Andaya	Service	30	Jul. 07, 1989
Inspector Donald 8. DelBene	Service	22	Aug. 19, 1989
Inspector Garrett G. Griffin	Service	19	Jul. 22, 1989
Inspector Robert A. Onorato	Service	26	Jul. 22, 1989
Firefighter Roger P. Castagne	Service	30	Jul. 01, 1989
Firefighter Kenneth L. Fitts	Service	28	Jul. 08, 1989
Firefighter Leonard Gelardi	Service	28	Jul. 07, 1989
Firefighter William T. Reed	Service	29	Jul. 16, 1989
Firefighter Donald M. Wilson	Service	26	Jul. 20, 1989

4. REGULAR CALENDAR - NEW BUSINESS

I) Retirement Certificates (Continued)

Chief Postel invited Captain Thomas Nyhan to step forward to receive his Retirement Certificate. Chief Postel briefly summarized his service with the Department and presented the certificate. Captain Nyhan was congratulated by members of the Commission. He introduced his wife Corrine.

President Jefferson instructed Secretary Connors to mail the remaining certificates to the retirees who were not present tonight.

J) Public Comment

Ms. Susan Stacks reported that today at noon, Captain Dominic Spinetta, Lieutenant Anthony Stefani, along with the 18 other runners arrived in Washington, D.C. Everyone is healthy, but tired. There were no significant injuries, and the transcontinental record was broken by seven hours. The San Francisco Fire Department was mentioned several times during the run. St. Francis Hook & Ladder Society contacted 220 fire departments across the country and they were very responsive, providing sleeping quarters, showers, food, etc.

Mr. Marvis Phillips -

... Aged Dccupants - When a fire occurs in a building occupied predominantly by senior citizens a procedure should be developed to alert the first responding Battalion Chief so that evacuation procedures for elderly residents can be planned.

... Fire Alarms - He noticed in the Tenderloin that occupants of the apartment houses do not tend to respond to fire alarms in their buildings; they do not prepare to evacuate. This occurs particularly in buildings occupied by the foreign born. Absent smoke or flames they tend not to be responsive to alarm bells. He also noticed that people still use elevators, rather than stairs, to exit buildings during fires. He suggested that the Bureau of Fire Prevention develop public service announcements to address this problem and that such an announcement be sent to the "Tenderloin Times."

... Fire Protection Devices - He commented that he notices in some apartment houses that owners are slow to replace hose and fire extinguishers after a fire has occurred in their building.

Commissioner Quinn commented that this type of discussion once again points to the need to have a public information officer. President Jefferson asked Chief Postel to investigate the issue of creating a public information officer.

5. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

Closed session was not held.

There being no further business to come before the Commission, the meeting was adjourned at 1955 hours.

Raymond G. Connors
Secretary

NOV 27 1989

SAN FRANCISCO
CALIFORNIA

No. 89-28

SF
JOURNAL OF PROCEEDINGSFIRE COMMISSIONSpecial Meeting - Tuesday - October 3, 1989 - 1000 Hours

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
 Commissioner Henry E. Berman
 Commissioner Sharon L. Bretz
 Commissioner Frank A. Quinn

Vice President John W. Keker was excused for vacation.

Frederick F. Postel
 Michael T. Farrell
 John F. Boscacci
 Frank Scales, Jr.

- Chief of Department
 - Deputy Chief - Operations
 - Deputy Chief - Administration
 - Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

James R. Lynch
 Gary L. Musante

- Support Services
 - Training

Chief Officers - Firefighting Service:

William M. Shaughnessy
 Charles W. Zerbe
 William G. Richardson

- Division 1
 - Division 2
 - Division 3

2. First Annual Report Reviewing the Goals and Accomplishments of the Fire Department.

President Jefferson commented that the purpose of today's Special Meeting was to review the annual report which measures the progress made by the Fire Department during the last year toward achieving the twelve goals established by Mayor Agnos on April 14, 1988, when his Fire Commission was appointed. He noted that copies of the Fire Commission's 15-page report were available for the press and public.

2. (Continued)

President Jefferson referred briefly to the following goals:

... Goal 1 - Promoting and Hiring Women and Minorities

Tremendous progress has been achieved. 1988 - 7 Blacks, Lieutenants and above; 1989 - 29 Blacks, Lieutenants and above. Similar gains made among other minorities. This result exceeded goals stated in Consent Decree. Also marks first time in Department's 123-year history that there are two black Chief Officers and one female Lieutenant.

... Goal 2 - Reduce Racial Tensions

The Commission and this Administration repeatedly has stressed that racial and sexual harassment will not be tolerated. The Department established a comprehensive and expeditious process to evaluate and investigate complaints of racial and sexual harassment. In 1988, there were 21 complaints of racial harassment pending. Since October 1988, only two EED complaints have been filed, both found to be without merit. Training in human relations and sexual harassment has been held, and peer mediation training has just begun.

... Goal 3 - Develop a More Effective Command Structure

The Commission is working with a management consultant to analyze present structure and make appropriate recommendations. Before any changes are made the Commission will consult with the Mayor's Office and with members of the Department, as well as hold public hearings.

... Goal 11 - Training for Emergency Medical Procedures

The Department has implemented a defibrillation program and all members of the 41 Engine Companies and 2 Rescue Squads will receive this life saving training. Additionally, probationary firefighters will be certified as Emergency Medical Technicians (EMT).

President Jefferson asked Chief Postel to report on some of the fire suppression activities. Chief Postel commented as follows:

... The Fire Department's focus is changing. In the past the main focus was extinguishing fires. Today the Department's role has expanded to what he defined as an "all-risk manager." In addition to firefighting responsibilities, the Department performs the following services - fire prevention, code enforcement, disaster preparedness, fire and life safety education, toxic spills, environmental protection, and emergency medical care as first responders.

... Department accomplishments for the last year include an increase in responses to 58,178, an 11 percent increase over prior year; total number of building fires have decreased 233 (a nine percent reduction); medical responses are up to 26,000, which is 45 percent of the Department's total responses. The medical responses increased 17 percent over the prior year.

... The defibrillation program began last year; all probationary firefighters are being trained as Emergency Medical Technicians, and veteran firefighters are receiving medical training through the Community College district.

2. (Continued)

- ... For the ninth consecutive year the Airports Division received the Aviation Safety Institute Award for crash/fire rescue and emergency medical preparedness.
- ... The average response time to building fires remains at three minutes, even with the increased workload.
- ... The Bureau of Fire Investigation made 57 felony arrests and 33 misdemeanors highest in the United States for the felony arrests was 95 percent, the for felony convictions is 32 percent..
- ... The Department's physical fitness program has been expanded. The first floor of old Station 21 has been converted into a modern physical fitness center. A pre-employment fitness program for the firefighter candidates was implemented. A U.S. Justice Department representative has commented that the San Francisco Fire Department has the best pre-recruit physical fitness program in the nation.

All of these accomplishments would not have been possible without the support of Mayor Agnos, the Fire Commission, and, most importantly, the efforts and dedication of the officers and firefighters of the San Francisco Fire Department.

Commissioner Quinn indicated that he would like to make some comments on equipment, a subject that has been of considerable interest to the Commission. Shortly after taking office in 1988 the Commission learned that the rolling stock and other equipment was in a state of decay, and was not being replaced as it should have been. This was brought to the Mayor's attention and the Department now has authorization to purchase eight triple combination pumpers and four aerial ladder trucks. The trucks have been ordered. A minimum replacement schedule for next year includes four engines and two trucks. The Commission is also concerned about the supply of breathing apparatus. The current budget will allow for the purchase of 100 Scott Air Paks.

Commissioner Bretz commended the Fire Department on its excellent fire suppression and first responder skills. She commented that the Department only does a good job on earthquake preparedness and disaster preparedness. An earthquake of the magnitude of 1906 would overwhelm the Fire Department's resources. Therefore, it is important that the Fire Department take a leadership role in organizing the citizens into precinct operations to assist the professional firefighters in suppression activities, search and rescue, and medical services.

Commissioner Berman, as the senior member of the Fire Commission (nine years) and with an additional ten years of service on other City Commissions, commented that the newly constituted Fire Commission began its service amid the most dramatic upheaval in the history of the Fire Department. He has never seen more people more committed and more willing to give of their time, talent and energy than his four fellow Commissioners. They continue to perform an outstanding public service which bodes well for the future of the San Francisco Fire Department.

President Jefferson commented that before the meeting would be opened to questions he wanted to briefly discuss future plans and goals:

- ... Complete the twelve goals set by Mayor Agnos.
- ... Revise and update our earthquake plan.

2. (Continued)

- ... Improve conditions of physical plant - fire stations and other buildings (Prop A - November 1989).
- ... Modernize our Computer Assisted Dispatch System.
- ... Continue accelerated equipment acquisition program.
- ... Design and implement an executive development program for senior officers.

For the next 15 minutes the Commission and Chief of Department responded to questions from representatives of the news media concerning various aspects of the annual report.

James Ahern, Secretary, Firefighters Local 798, made the following comments about the Fire Commission's Annual Report. He acknowledged that he had only a few minutes before the meeting to review the Report and it has not been read by the Executive Board. Nonetheless, he wanted to make some remarks about the twelve goals set forth in the 15-page report and the Commission's discussion about each of these goals, and perhaps Local 798 would follow up with a written response.

The officers of Firefighters Local 798 and its membership are committed to the common goal of an efficient fire department. He expressed concern about some of the statements made in the Commission's Report. Additionally, some statements need clarification. For example, when one discusses the level and quality of fire protection, Firefighters Local 798 believes that staffing is a prime ingredient. The Report discusses the type and kind of services performed by officers and members of the fire department, and Commissioner Berman earlier mentioned that there are fewer firefighters today than the recent past, yet the Department is doing more and more. On August 1, 1989, daily staffing was reduced from 315 to 296. Turning to some of the specifics of the Report he stated that as to

- ... Goal 1 - Promoting and Hiring Women and Minorities, Section C - Co-Ed Fire Stations, Local 798 supports the goal to have separate shower and restroom facilities. However, this is the first time he heard any reference to establishing separate sleeping facilities.

- ... Goal 2 - Reduce Racial Tensions - Local 798 is committed to reducing racial tensions. It has established a minority affairs committee. The Local represents all races in the Department, and men and women.

- ... Goal 2 - Section C - Appointment of Assistant Deputy Chief II - He was concerned about the wording in the second paragraph which notes that Local 798 has challenged the appointment of Assistant Deputy Chief Frank Scales. Local 798 does not criticize the appointment of Assistant Deputy Chief Scales, per se; but they do believe that the level of the appointment violated the Charter. The Report, in his view, contains some negative comments about Local 798, which he could turn around and say, for example, in Human Relations Training and Mediation, Local 798 endorsed the concept of mediation; it endorsed Prop A.

- ... Goal 3 - Develop a More Effective Command Structure - Local 798 is interested in accountability. But in terms of "giving the Chief greater latitude in selecting top staff," Local 798 requests clear definitions and guidelines. As an example, he cited that morale is low basically because of the promotive process - appointing out of sequence. The firefighters yearn for knowledge of the guidelines that the Chief will use to make his

2. (Continued)

- selections. Turning to Section B - Separate Bargaining Unit, he noted that the majority of Chief Officers have no great urge to belong to a separate bargaining unit. As to Section C - Representation by Chief Officers, the Local's concern, as discussed when the rule was changed, is that an Assistant Chief with expertise may be sought out by a firefighter who faces disciplinary action and is denied that expertise.
- ... Goal 4 - Establishing Fair and Consistent Disciplinary Procedures - Local 798 is in agreement with that concept. Concerning the Stress Unit which is discussed on Page 7, Local 798 and its members have supported a stress unit for many years.
- ... Goal 5 - Improving Training for All Units - For years, firefighters on their own time and at their own expense have taken courses to improve their professionalism. They would like some compensation benefits or some recognition that the courses they take will meet the goals and qualifications for the task. Local 798 does have a training concern. With the emphasis placed on training probationary firefighters the Division of Training does not have the staff to provide in-service training to the remainder of the fire department.
- ... Goal 7 - Establishing Clearer Lines of Communication between the Chief and All Units - Local 798 recognizes the importance of frequent meetings with Division Chiefs and Battalion Chiefs and fire station visits, along with the direct line to the Chief and the Department Newsletter. Local 798 hopes that the newsletter can be produced each month.
- ... Goal 8 - Developing a Shift Rotation System - Where firefighters have a familiarity with their neighborhood, where drivers know the location of fire hydrants to provide a better service for the neighborhood, because of these factors, Local 798 opposes the policy of rotating firefighters.
- ... Goal 9 - Enhancing Management Capabilities - For years budget constraints have made it difficult for Chief Officers to receive the management training that they desire. Many officers have taken Masters of Business Administration courses on their own to improve their skills. This benefits the Department and the public.
- ... Goal 10 - Civilianizing Non-Suppression and Non-Emergency Positions - Local 798 has some concerns about this proposal. We believe that employees assigned to communications, inspection, etc., perform more effectively with the background of a firefighter.
- ... Goal 11 - Assuring Adequate Training in the Use of Emergency Medical Procedures - Local 798 has endorsed the concept of defibrillation. It is a valuable program. Anything that better serves the public is best suited for the Department.
- ... Goal 12 - Working Closely with the Civil Service Commission to Assure Fair Tests - For years Local 798 has sought a Civil Service Commission that would address the issues of hiring and promotion. The report states that "there has not been a single successful challenge to any of the examinations administered since entry of the Consent Decree." He noted that certain aspects of the Lieutenant's exam had been challenged. Local 798 does have an appeal pending before the Ninth District Court.

2. (Continued)

Other Important Issues - Firefighting and Rescue Services - Mr. Ahern expressed concern over the daily reduction of one firefighter per truck company. In terms of staffing, morale, and budget expenditures, Local 798 realizes that there is competition for the tax dollar. But to say that essential services have not been cut in the Fire Department would be a misstatement. Many believe that reducing staffing in the City in the advent of greater alarms and earthquake disaster is playing Russian Roulette with the City - these statements are made because this document is an attempt to present information to the public on the one hand and it is making other statements that are pro and negative either about the Union or about the membership of the Department. These preliminary comments are offered to the Fire Commission to point out some of Local 798's concerns.

Commissioner Bretz commented that the statements made by Mr. Ahern concerning training and tuition reimbursement was offered in the Memorandum of Understanding (MOU). She asked Mr. Ahern for the percentage of vote on the MOU.

Mr. Ahern responded that 62 percent of the voting membership rejected the MOU. It was the feeling of the Executive Board that the membership rejected the MOU because it reduced staffing levels that would have adverse consequences to the City. Firefighters would be asked to do more with fewer firefighters on duty per day, and with less firefighters within the crew would be sent to the emergency. That is why the membership - in the Executive Board's evaluation - rejected the MOU.

Commissioner Bretz replied that in her opinion if absentee balloting had been used, because there was not much time between noticing the election and conducting the election, the MOU had a strong possibility of passing. Mr. Ahern replied that Local 798 complied with their by-laws and constitution, and tried to make the meeting as available as possible. That is why it was held for two consecutive days at the Irish Cultural Center.

President Jefferson commented that the Commission takes exception to Mr. Ahern's views that there is anything in this report that is in any way negative toward any member of this Department or toward Local 798. The Commission does not believe that was the case and certainly it was not their intent. The Commission's intent was to simply state the facts as they see them. The Commission always appreciates the input that Local 798 provides on all matter appropriate. He noted that the Administration has had dialogue with Local 798 on these issues before and the Commission is aware of Local 798's position on many of these items. The Commission hopes to resolve some of them to mutual satisfaction. There are others probably that will not be resolved. The Commission is committed to continue to make their best efforts to work toward that end and those things that cannot be resolved simply will not be mutually agreed upon. There are many things that are fundamental which explain the difference of views between the Commission and Local 798, such as, separate bargaining units. The Commission sees it as conflict of interest; the Local sees it differently. Commissioner Quinn noted that there are other fire departments that do have separate bargaining units for Chief Officers, Company Officers and firefighters. Commissioner Quinn expressed his disappointment that Mr. Ahern apparently saw nothing in the Report that was positive. Mr. Ahern replied to state that this document as well as their efforts as a Union have had positive input with the Department and there have been positive things that the Union has been involved in in terms of some of the contents of this Report. His concern was that there were some negative statements that he wished to point out to the Commission in terms of the Union's concerns. Commissioner Bretz noted that the Los Angeles Fire Department has a Bachelor's degree incentive program. She is personally interested in exploring that idea for San Francisco.

2. (Continued)

Captain Robert Demmons commented that there are parts of the Report that he disagrees with. However, at this time, he would like to join with Commissioner Berman who made some very complimentary remarks about his colleagues on the Commission. He also included Commissioner Berman and some of the things he had to say about the involvement and work and energy that this Commission has put forth in the last year. From his own personal experience he knows that many hours were put in and he personally thanked the Fire Commission on behalf of the Black Firefighters Association (BFA), as well as on behalf of the citizens of San Francisco that the Fire Commission represents. The Fire Commission has put in a lot of hours. The BFA and the Fire Commission have not always agreed on everything but the Commission should be commended, he concurred with Commissioner Berman's comments. Concerning morale, he noted that on behalf of the black firefighters the morale of their membership has never been higher. It is particularly encouraging to see the officers' ranks being integrated. "We have a long way to go and there are a lot of problems that occur. We should look at the morale of everyone in the Department not just those who oppose affirmative action or seem to be against affirmative action." He commented that the Chief and two Deputies should be commended for withdrawing their membership in the Union. The BFA still has a problem with Chief Officers in an administration being responsible for seeing that the goals in the Consent Decree are met, and at the same time paying not only dues but an extra amount of money to fight the Consent Decree. The BFA has a real problem with that. Recently, while attending a regional conference of the BFA an attorney made a very strong statement that struck him; namely, that there has never been any local of the International Association of Firefighters that has come out with affirmative action. Every time that issue has come up they have always been on the other side, challenging affirmative action programs. He commented that he would like to invite and encourage Local 798 to get out of Federal Court and to get into things the City, the Mayor, the Commission, and the Chief have; that is, making this Department mirror the racial and ethnic makeup and gender of the City, and to work with the black firefighters and others in trying to come up with a real valid selection process. It serves no purpose to continue to challenge affirmative action programs. He offered that challenge to Local 798. In the meantime, he would like to see the Chief Officers withdraw their membership in Local 798, to stop paying the assessment that goes directly to fighting the Consent Decree.

Mr. Marvis Phillips -

- ... The general public has a strong role to play in what happens in the Fire Department, and he has learned a great deal in the short period of time that he has been attending Fire Commission meetings.
- ... He thought it was great and fantastic to have women firefighters in San Francisco. It is also good that the Department has minorities and their presence has to be expanded particularly in the Southeast Asian community and Native American community.
- ... Goal 8 - Developing a Shift Rotation - It is a good idea because more firefighters will develop knowledge about more than one neighborhood, and all firefighters should have working knowledge of the entire City.
- ... He is in favor of putting civilians in non-emergency services, as it releases firefighters for emergency services.
- ... He praised all the firefighters who put their lives on the line by responding to medical emergency calls in the Tenderloin.

2. (Continued)

Commissioner Quinn acknowledged that the Commission is very much aware of the fact that the Department's recruitment program has not been successful in recruiting in the Asian community, particularly among women. Recently, Lieutenant Rod Bennett presented to the Commission a recruitment program for the next H2 Firefighter examination. Lieutenant Bennett's plan addresses the lack of Asian representation in the uniformed force.

Lieutenant Anthony Sacco commented that Commissioner Bretz' idea for an incentive program for Bachelor degrees for firefighters was very commendable. The Commission should be consistent. Recently, the requirement of a high school diploma for H2 Firefighters was discussed by the Commission, some said it was not necessary. The Commission should strive for a consistent approach.

There being no further business to come before the Commission, the meeting was adjourned at 1125 hours.

Raymond G. Connors
Secretary

NOV 21 1989

SAN FRANCISCO
FIRE DEPT

No. B9-29

JOURNAL OF PROCEEDINGSFIRE COMMISSION

Regular Meeting - Tuesday - October 10, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keker was excused for vacation.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
James R. Lynch
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

Harry F. Brophy
Charles W. Zerbe
James P. Olsor

- Division 1
- Division 2
- Division 3

2. Adoption of the minutes of the Regular Meeting of September 26, 1989.
Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A, E, F, I, J") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. Items "B, C, D, G and H" were removed from the Consent Calendar.

3. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from three members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Donnelly, Mark MSGT	H20 LT	10-03-89 thru 10-07-89	5	US Air Force Res. Travis AFB, CA	Attend Active Duty Training
Lauer, Richard L. Lt. Col.	H10 C/A	10-14-89 thru 10-15-89	2	CA Army Nat'l Gd. Los Angeles, CA	Attend Active Duty Training
Lavelle, David Sgt. Maj.	H10 C/A	09-29-89 09-30-89 10-14-89 10-15-89 10-27-89 and 10-28-89	6	US Army Res. Fort Lawton, WA	Attend Active Duty Training

B) Monthly Report - Training (Removed from Consent Calendar)

Submitting monthly report from Bureau of Training for August and September, 1989.

C) Monthly Report - Office of Emergency Services (Removed from Consent Calendar)

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during September, 1989.

D) Monthly Report - Management Services (Removed from Consent Calendar)

Submitting monthly report from Assistant Deputy Chief, Management Services, concerning activities performed during September, 1989.

3. CONSENT CALENDAR

E) Limited Tenure Appointments

Reporting the following LIMITED TENURE appointments:

EFFECTIVE DATE - SEPTEMBER 25, 1989

H4 Inspector

Leonard J. Roberts
(vice: Robert Blanchard,
reinstated to H2 FF)

Antonio G. Correa, Jr.
(vice: Edward Benedetti,
retired)

F) Reinstatement

Reporting that probationary H2 Firefighter
Machael Thomas has separated from the Fire
Department, effective close of business
September 27, 1989, and reinstated as an
8304 Deputy Sheriff, Sheriff's Department,
effective the following day, September 28,
1989.

G) Termination (Removed from Consent Calendar)

Reporting termination of probationary
H2 Firefighter Terence E. Woo, effective
close of business October 3, 1989.
(Failure to demonstrate qualifications
necessary to be a firefighter).

H) Leave of Absence (Removed from Consent Calendar)

Submitting request for leave of absence with
pay from Chief of Department Frederick F.
Postel, for seven days, October 15 through
October 21, 1989, in order to attend the
National Fire Protection Association Urban
Fire Forum at Batterymarch Park, Quincy,
Massachusetts. No cost to the City is
involved.

3. CONSENT CALENDAR

I) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Investigator Alfred J. Silvestri, Bureau of Fire Investigation, for 12 days, October 16 through October 27, 1989, in order to attend a training course entitled Arson-for-Profit Investigative Techniques at the Federal Law Enforcement Training Center, Glynco, Georgia. Estimated cost for tuition, meals, lodging and course material is \$396, and is included in the 1989-90 budget. All travel expenses paid by Investigator Silvestri.

Fire Safety Inspector I Diana Shortall, Bureau of Fire Prevention, for four days, October 16 through October 19, 1989, in order to attend a Fire Prevention 2A course at the California Fire Academy, Asilomar, California. There is no cost to the City. All expenses paid by Inspector Shortall.

J) City Attorney

Submitting communication from Ray King, Chief, Bureau of Claims, City Attorney's Office, concerning settlement of the following claim:

ROBERT A. REIKES, in the amount of \$500. Claim is for reward pursuant to Ord. 277-69, which allows \$500 payment for person giving information leading to the arrest and conviction of any person turning in a false alarm. Incident occurred on April 18, 1989, at Taylor and Market Streets.

(These items will be incorporated as part of the minutes of today's meeting.)

Commissioner Berman moved and Commissioner Bretz seconded. There were no questions or discussion and Items "A, E, F, I, J" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CDNSENT CALENDAR
(Items Removed)

At the request of Ms. Dkanata Leonard, the following items were removed from the Consent Calendar:

B) Monthly Report - Training

Submitting monthly report from Bureau of Training for August and September, 1989.

Ms. Leonard asked to receive a copy of the Division of Training monthly report Secretary Connors handed her a copy.

C) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during September, 1989.

Ms. Leonard inquired as to the status of the questions asked of Battalion Chief Gregory Abell at a meeting when Earthquake Preparedness was discussed. She specifically referred to the following:

- ... Location of diesel fuel reserves.
- ... Shutdown capability to fallen hot wires (Muni and PGandE).
- ... Location of heavy equipment that could be used to remove earthquake debris.
- ... Availability of helicopters.

President Jefferson asked Ms. Leonard to submit those questions to the Chief.

D) Monthly Report - Management Services

Submitting monthly report from Assistant Deputy Chief, Management Services, concerning activities performed during September, 1989.

Ms. Leonard requested a copy of Management Services monthly report. Chief Postel provided her a copy.

3. CONSENT CALENDAR (Continued)
(Items Removed)

G) Termination

Reporting termination of probationary H2 Firefighter Terence E. Woo, effective close of business October 3, 1989. (Failure to demonstrate qualifications necessary to be a firefighter).

Ms. Leonard asked to receive a list of the qualifications necessary to be a firefighter. Commissioner Bretz suggested that she obtain that information from the Civil Service Commission. Ms. Leonard indicated that she did not receive this information in the H2 Firefighter applicant packet.

H) Leave of Absence

Submitting request for leave of absence with pay from Chief of Department Frederick F. Postel, for seven days, October 15 through October 21, 1989, in order to attend the National Fire Protection Association Urban Fire Forum at Batterymarch Park, Quincy, Massachusetts. No cost to the City is involved.

Ms. Leonard noted that the following question is raised on behalf of persons in the field who belong to no union. She sought clarification of the situation when any member of the Department attends a conference or a meeting to improve his or her knowledge that could benefit the Department and they have to pay for their own travel cost. She thought that since the establishment of the "Friends of the Fire Department" expenses are paid for some persons but not for everyone.

President Jefferson noted that this matter is left at the discretion of the Chief of Department. Chief Postel noted that concerning Calendar Item 3.H), the National Fire Protection Association invited him to attend the Urban Fire Forum to get input from the Chiefs of Metropolitan Fire Departments. Commissioner Quinn noted that he will be travelling to Los Angeles, Phoenix, and perhaps other fire departments. This trip will be made entirely at his own expense.

Commissioner Bretz moved and Commissioner Quinn seconded that the items removed from the Consent Calendar (Items "B, C, D, G, H") be adopted on recommendation of Chief of Department.

There were no questions or discussion and the motion was unanimously adopted.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted seven letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Pier 39 Limited Partnership
P. O. Box 3730
San Francisco, CA 94119

September 26, 1989

Chief Frederick F. Postel
San Francisco Fire Department

On behalf of the Pro Sail organization and Pier 39 I wish to thank you for the presence of the Fireboat Phoenix at the start of the race events. The Phoenix always attracts attention and is a pleasure to watch. We on the Pier also appreciate the fact that a fireboat is available in time of need.
Respectfully,

/s/ JAMES CONNEELY
Manager, Fire/Life Safety

* * * * *

The Salvation Army
Senior Activities and Meals Program
360 Fourth Street
San Francisco, California 94107

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

July 22, 1989

Dear Chief Postel:

On behalf of The Salvation Army and the Senior Citizens south of Market, thank you and your men for the assistance given us recently by Station 1.

Lieutenant Rod Bennett, your Community Services Coordinator, made arrangements to have a unit help us to repair and replace the damage done to the flag pole in front of the senior activity center at 360 Fourth Street. Shortly before my arrival on July 1 as the new commanding officer vandals cut down the American and Salvation Army flags and pulled the pulley out of the wall. We serve 169 seniors daily, many of them veterans who as I respect the flag, and the fact that the flags were not flying discourage them a good deal.

Thanks to your men they are again flying and the seniors are again deriving pleasure from watching them flutter in the wind. Please convey to those involved my heartfelt thanks and may God continue to bless you all as you serve our city and residents.

In His Service

/s/ RON MC KINNEY, Envoy
Administrator

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

August 16, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

My uncle suffered a stroke on August 13, 1989. I called 911. Engine 43 was at my door very quickly. The firefighters administered first aid, carried my uncle to the ambulance, and drove him to the hospital. Everything was done with great efficiency. I want to thank the San Francisco Fire Department and the members of Engine 43 for doing such a helpful service to the City of San Francisco.

Personal thanks to: Lieutenant Robert Serrano, Firefighters Kenneth Hoover, Michael Kiser and Michael Murphy.

Sincerely,

/s/ JOHN T. CUDDY
1215 Naples Street
San Francisco, CA 94112

* * * * *

August 8, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel

Three weeks ago I lost my home in a fire. I am writing to thank your department, the firefighters who answered the call, and Battalion Chief Daniel Kiely for their help and support. Not only did they respond quickly and effectively, but anyone on the scene showed a real concern for us and sympathy for our suffering.

My cat died in the fire. Battalion Chief Kiely went to look for it, brought it out and later took its body to Animal Control for me. I was hesitant about giving its body up, but Battalion Chief Kiely expressed a genuine feeling of sadness about my cat's death which has made a great deal of difference to me as I continue to think about what happened.

Even after hours of strenuous work, all the firefighters were courteous to us. Please thank them for me. I hope you will continue to support this caring as part of a firefighter's job.

Sincerely,

/s/ ELLEN HAMINGSDN
389 Guerrero Street, #9
San Francisco, CA 94102

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

July 20, 1989

Chief Frederick F. Postel
San Francisco Fire Department

Dear Chief Postel:

We would like to thank all of you who participated in the fire at 674 - 29th Street on July 11, 1989. All of you worked so courageously to save our little house on 668 - 29th Street. We sincerely appreciate your efforts.

/s/ BILL & ROSA FRITH
668 - 29th Street
San Francisco, CA 94131

* * * * *

July 1989

Chief Frederick F. Postel
San Francisco Fire Department

Dear Chief Postel:

I just want to thank everyone in Rescue Squad 1 and Engine 1 for being there so quickly on July 8, 1989, on Eighth Street at Mission. Someone held my hand. All of you pulled me through. No words can really express how grateful I am, but I want you to know you are appreciated.

To your excellence,

/s/ MONA HELEN PREUSS
1230 Jackson Street, #2
San Francisco, CA 94109

* * * * *

August 9, 1989

Chief Frederick F. Postel
San Francisco Fire Department

Dear Chief Postel:

I am writing to you requesting that you convey my and my family's thanks for the prompt and professional help Station 26 provided last Sunday, August 6, 1989.

My mom's heart slowed down to the point where we could not feel a heartbeat/pulse. We called 911 and the firefighters arrived within three minutes.

Mom's still with us. We are thankful for that and for Station 26.

/s/ 80NI CRUZ-SHIBAO
544 Laidley Street
San Francisco, CA 94131

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for September, 1989.

- a. There are 196 unfilled positions in the uniformed forces:
- 164 are vacant and 32 represent retirees receiving their accumulated sick pay.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	August	September
Vacation : Annual	16.77	17.77
IOV	6.35	8.40
F/H	1.16	3.00
Compensatory Time	2.29	3.33
Sick Leave	16.74	16.20
Disability	20.39	20.10
Military Leave	.39	.30
Other (LO/CTR)	3.29	3.37
Total	67.38	72.47

- c. The following W.D.O.'s were awarded during the month of September:

8 - H50 Asst. Chiefs, for 24 hrs	2 - H32 Captains , BFP, for 12 hrs
39 - H40 Batt. Chiefs, for 24 hrs	4 - H4 Inspectors, BFP, for 16 hrs
81 - H30 Captains , for 24 hrs	
100 - H20 Lieutenants , for 24 hrs	
67 - H10 C/Aides , for 24 hrs	
1023 - H2 Firefighters, for 24 hrs	

- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

109 - Triple Combination Pumps
9 - Aerial Ladder Trucks
7 - Miscellaneous Vehicles

- ii) The following apparatus were out of service and under repair at Central Shops:

6 - Triple Combination Pumps
2 - Aerial Ladder Trucks
4 - Miscellaneous Vehicles

- iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:

4 - Triple Combination Pumps
2 - Aerial Ladder Trucks
0 - Miscellaneous Vehicle

- iv) The following apparatus were available for relief purposes:

5 - Triple Combination Pumps
0 - Aerial Ladder Truck
2 - Aerials as city service trucks (no aerial)

- v) All in-service pumps or relief pumps were able to draft.
Respectfully submitted,

/s/ FREDERICK F. POSTEL
Chief of Department

Commissioner Berman moved and Commissioner Quinn seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

C) Fire Commission Resolution
(Cont'd from Meeting of 09-26-89)

Submitting Resolution No. 577, amending Article 40 - Discipline, Section 4006, of the Rules and Regulations to entitle members to appear and be present at their trial and hearing before the Commission, rather than require such appearance, and to change the maximum time to schedule the trial and hearing from 30 days to 36 days.

Commissioner Quinn moved and Commissioner Bretz seconded. There were no questions or discussion and Resolution No. 577 was adopted on recommendation of Chief of Department.

D) Unlitigated Claims

Submitting for adoption a revised claims procedure permitting the City Attorney to settle unlitigated claims of less than \$5,000 without prior Commission approval.

Commissioner Bretz asked the item be continued and that Mr. Ray King, Claims Manager from the City Attorney's Office, be invited to attend the meeting on October 24 and respond to questions she has about the revised claims procedure. President Jefferson directed that the item be continued to October 24, 1989.

E) Recruitment Plan

Presentation by Lieutenant Rod Bennett concerning the H2 Firefighter recruitment plan.

Lieutenant Rod Bennett noted that each member of the Commission had received a copy of the 11-page recruitment plan and that he intended to comment on some of the highlights of this plan. The plan includes the recommendations contained in the recruitment report prepared at the end of the Fire Department's recent H2 Firefighter recruitment campaign. The plan on pages 3-4 contains a list of duties of the various key individuals and recruitment team members who would be involved in the next '42 Firefighter recruitment drive. The key players were identified as Assist. it Deputy Chief - Management Services, recruitment coordinator, public information officer, human resources manager, pre-training personnel, and the recruitment team itself. Page 9 contained an organization chart describing the relationships among the various personnel and functions of the recruitment plan.

President Jefferson inquired as to the identification of the chief officer who has overall responsibility for the recruitment plan. Chief Postel replied that it is Assistant Deputy Chief Frank Scales. Lieutenant Bennett would report to Assistant Deputy Chief Scales. Lieutenant Bennett noted that in the previous recruitment drive he reported to Assistant Chief Gary Musante at the Division of Training. The current plan is to conduct the recruitment campaign from the second floor of old Station 21, after certain improvements are made to the

4. REGULAR CALENDAR - NEW BUSINESS

E) Recruitment Plan (Continued)

building. If old Station 21 is not available it will be necessary to rent space. President Jefferson inquired if the plan presently before the Commission is the department's plan. Chief Postel replied that the proposal represents Lieutenant Bennett's approach. The plan was prepared by Lieutenant Bennett and approved by Assistant Deputy Chief Scales, and submitted in early July to the City Attorney's Office, Court Monitor, Plaintiff/Intervenors, Civil Service Commission, and the Administration for review and comments. President Jefferson thought that items of this nature - when they appear on the Fire Commission Calendar - should be approved and recommended by the Chief of Department. Thus, the Commission will be insured that the plan was thoroughly reviewed and, for example, all the resources necessary to produce a successful result have been identified, evaluated and costed. Under those conditions, it would be appropriate for the Commission to make a policy decision with the knowledge that the plan has been thoroughly reviewed and evaluated, and has the full support and approval of the Chief of Department.

President Jefferson suggested that the matter continue to be discussed tonight; that the Commission ask any questions it wishes but that no action be taken by the Commission, and that the recruitment plan not be placed on the Fire Commission Calendar again until the Chief is prepared to approve and recommend the plan to the Commission. Commissioner Berman commented that he assumed that anything of this importance would have been reviewed by the Chief before it appears on the Calendar. Chief Postel indicated that he had not reviewed this plan.

Commissioner Quinn asked Lieutenant Bennett whether he talked to any of the probationary firefighters who were recruited during the last recruitment campaign to determine how the recruitment effort looked from their point of view. Lieutenant Bennett replied no, and that the kind of information they had is to how the firefighters were recruited.

Commissioner Quinn, referring to the recruitment timetable, asked Lieutenant Bennett to describe some of the activities he would be performing between now and May 1991. Lieutenant Bennett indicated that he would try to make recruitment a year round effort and that a data bank of candidates will be developed and maintained. This outreach program will give the Department an opportunity to build up a sizeable applicant pool prior to the actual recruitment drive. Lieutenant Bennett indicated, also, that he would be participating in career days. He plans to attend recruitment seminars and continue with his community outreach at youth fairs as well as to attempt to deliver the message that the San Francisco Fire Department is considering everyone for a possible fire department career.

Chief Postel indicated that he will meet with Assistant Deputy Chief Scales and Lieutenant Bennett to evaluate the type of and amount of support that will be required to make the recruitment drive successful. He noted that he would like to coordinate some of Lieutenant Bennett's activities to involve many more members of the Department as well, and this can be accomplished if adequate preparation and planning takes place. President Jefferson supported Chief Postel's comments and indicated that in his view recruitment efforts and community relations are the responsibility of the entire department. That is an important part of their job.

4. REGULAR CALENDAR - NEW BUSINESS

F) Status of EEO Complaints

Report from Assistant Deputy Chief Frank Scales on status of EEO Complaints.

Assistant Deputy Chief Scales reported that one complaint was filed during the month of September but it had no merit as the subject was within the exclusive jurisdiction of the Retirement Board. It was not an EEO complaint, but a question of industrial disability. Commissioner Quinn asked if the member made the complaint based on race or nationality. Assistant Deputy Chief Scales replied that the member listed everything but the bottom line was it is an industrial disability matter. The question of the firefighter's injury has been debated and processed for several years among the City Attorney, the Retirement Board and the firefighter's attorney. President Jefferson noted that he could not see any EEO connection based on the facts as described. Commissioner Quinn commented that at Equal Employment Opportunity Commission if such a complaint was lodged it would not be recorded as a "filed" complaint because the agency had no jurisdiction. He was concerned that by listing it as a "filed" complaint it will distort the statistics. President Jefferson indicated that the Commission should give some thought to defining this type of situation so that EEO complaint statistics are not flawed.

G) Public Comment

Lieutenant Thomas Stewart - requested the Commission to reconsider its decision of August 29, 1989, which set that date as the deadline for processing immediate replacement resolutions for eligibles on the H30 Captain's list. He is the next eligible and a Battalion Chief has retired, effective October 7, 1989. Therefore, one more retirement will occur before the H30 Captain's list expires on November 14, 1989. Thus, he is the only one who could possibly receive an appointment. He asked the Commission to reconsider its decision, and allow the list to run to its full term.

President Jefferson responded that the Commission is sympathetic to Lieutenant Stewart's position; that the matter was given significant consideration by the Commission at its August meeting; that he heard nothing that would prompt him to reconsider the matter; that both sides of the issue were given ample opportunity to discuss the issue; that the Commission's decision attempted to strike a balance between the competing interests; that the Commission acted on that basis. The Commission realized that its decision would not make everyone happy, and some people would be affected. Lieutenant Stewart replied that only one person will be affected; namely, himself. There is only one job. Commissioner Quinn noted that at the time of the Commission's decision the number of projected retirements was a major concern and the Commission looked very carefully at the eligible list. No one could predict accurately. At that time the Commission made its decision based on actual retirements and those who filed for retirement as of August 29, 1989. Subsequently, the plaintiff/intervenors challenged the Commission's decision in Federal Court. Essentially, the Court indicated that the Department is in good hands, and if the Department believes that this is the right decision it should proceed with the nine resolutions. Soon the matter will be submitted to the Board of Supervisors where additional challenges are expected. During the federal court hearing representations were made that the Commission set a deadline of August 29, 1989. This commitment was also made to the Mayor. Commissioner Quinn noted that he was sympathetic to Lieutenant Stewart's request but the Commission should maintain the position it took on August 29, 1989.

4. REGULAR CALENDAR - NEW BUSINESS

G) Public Comment (Continued)

President Jefferson stated that considerable effort was put in to strike the balance. He noted that considerable mis-information has spread over this issue. The entire issue of immediate replacement ought to be considered by the Commission from a policy stand point; that the Commission has not taken a position beyond this Captain's list. If it were presented as a policy question he would note that the Fire Department's practices (immediate replacement, for example) tend to become entitlements in the minds of those on eligible lists. Just because something has "always been done" does not mean that it should be continued. He did not view it that way; that an organization should be run that way, unless it is a policy. Unless there is some benefit to the Department it may be a subject that should be given future consideration by this Fire Commission.

Lieutenant Stewart responded that he did not believe that the Commission's decision not to reconsider the action taken on August 29, 1989, was fair to him.

Commissioner Quinn noted that the Department's practice has been to treat eligible lists as a "Rule of One," when, in fact; the "Rule of Three" applies. Chief Postel concurred that the practice has been to select the next available eligible even though three eligibles would be certified for one vacancy. Commissioner Berman noted that the Commission's decision was difficult, and that a deadline was selected (August 29, 1989) to avoid the very situation being discussed now. Lieutenant Stewart replied that if three or four other retirements occurred he would not be present tonight. He is here because there is only one job, and that the Commission's decision to stop immediate replacement resolutions as of August 29, 1989, cut two months off the Captain's eligible list. President Jefferson disagreed with Lieutenant Stewart's statement. The Commission's decision only stopped the practice of immediate replacement after August 29, 1989. But for that practice this would not be an issue tonight; that is the point he was trying to make earlier that people, such as Lieutenant Stewart, look at the Commission's action as though the Commission has somehow shortened the eligible list, which is not the case. President Jefferson asked Lieutenant Stewart if he attended the meeting on August 29, 1989. He reported that he had to work that evening.

Mr. Marvis Phillips

... After last Tuesday's Special Meeting of the Fire Commission, when the Commission reviewed the year's progress on meeting Mayor Agnos' 12 goals for the Fire Department, he had the opportunity to speak with several ambulance paramedics and they were extremely pleased to learn that probationary firefighters are becoming certified Emergency Medical Technicians (EMT). This does take some of the burden off the paramedics.

... He noticed the presence of some new fire trucks (Engine 1). He commented on Engine One's air-assisted horn, which is quite loud. He indicated he would ask Mayor Agnos to provide more trucks for the Fire Department.

Commissioner Quinn commented that the Fire Department prepared a fire safety public service announcement directed at the Tenderloin Neighborhood. The announcement will appear in the "Tenderloin Times" in three languages. He noted that this action was a result of comments made by Mr. Phillips at a previous Fire Commission meeting.

4. REGULAR CALENDAR - NEW BUSINESS

G) Public Comment (Continued)

Ms. Dkanta Leonard

... She handed Chief Postel a San Francisco Police Department information bulletin that they distribute internally each month to let employees know about changes and other items of interest. It might be something that the Fire Department can look at and maybe develop a similar bulletin for its employees.

Chief Postel advised the Commission that last Sunday there was a softball game between the U.S. Navy and the San Francisco Fire Department. The Fire Department played the second game. The first game was between the U.S. Navy and the San Francisco Police Department. The Fire Department beat the Navy 12-0. Thus, the Fire Department recaptured the Mayor's Trophy and it will be delivered to the Mayor after it is engraved. Chief Postel thanked all the members of the Fire Department's softball team and the manager, Firefighter Al Gughemetti (Station 3), for an outstanding job.

5. CLOSED SESSION

The Fire Commission met in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

No action was taken.

There being no further business to come before the Commission, the meeting was adjourned at 1915 hours.

Raymond G. Connors
Secretary

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No. 89-30

SAN FRANCISCO
CALIFORNIA

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JOURNAL OF PROCEEDINGS

FIRE COMMISSION

Regular Meeting - Tuesday, ~~October 23~~ October 24, 1989 - D90D Hours*
260 Golden Gate Avenue - Room 2D1

*NOTE: TIME CHANGE

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Vice President John W. Keker
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Frederick F. Postel
Michael T. Farrell
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
James R. Lynch
Gary L. Musante
Gary J. Torres

- Fire Prevention
- Support Services
- Training
- Communications Center

Chief Officers - Firefighting Service:

William M. Shaughnessy
Daniel E. Barden
Arthur W. Kenney

- Division 1
- Division 2 (Acting)
- Division 3

2. Adoption of the minutes of the Regular Meeting of October 1D, 1989.

Commissioner Berman moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CDNSENT CALENDAR

All matters listed hereunder (Items "A" through "H") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Owen, Kenneth H.	H2	10-20-89	2	CA Army Nat'l Gd.	Attend Active
Sgt. 1st Class	FF	thru 10-21-89		Santa Rosa, CA	Duty Training

B) Retirement

Communication received from Retirement Board indicating the following member has retired:

		<u>Retirement Date</u>
Geoghegan, Patrick J.	H2 Firefighter Service	Sep. 1, 1989
(Note: Retirement Certificate will be presented at Fire Commission meeting of November 28, 1989)		

C) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - OCTOBER 10, 1989

H30 Captain

John M. Traversaro

D) Non-Civil Service Appointment

Reporting the following NON-CIVIL SERVICE appointment:

EFFECTIVE DATE - OCTOBER 3, 1989

7334 Stationary Engineer

Charles J. King
(vice: As Needed)

3. CONSENT CALENDAR

E) Resignations

Submitting resignations of the following:

Probationary H2 Firefighter Anne E. Strubbe,
effective close of business October 12, 1989.
(Resigned for personal reasons.
Date started work - August 21, 1989.)

6281 Fire Safety Inspector II Robert D.
Streeter, effective close of business
October 13, 1989.
(Resigned for personal reasons.
Approximate length of service - 5 years.)

F) Leave of Absence

Submitting request for leave of absence with pay
for 6281 Fire Safety Inspector II General Arthur
James, Jr., Bureau of Fire Prevention, for eight
days, October 30 through November 9, 1989, in
order to attend the California Fire Academy
course, "Fire Protection Systems and Building
Components," in Asilomar, California. There is no
cost to the City.

G) Leave of Absence

Submitting request for leave of absence without
pay from 1426 Senior Clerk Typist Eunice E.
Booker, for three months, September 5 through
December 1, 1989. Leave requested for personal
reasons.

H) Temporary Appointments

Reporting having made 36 temporary appointments
September 16 through September 29, 1989.

Vice President Keker moved and Commissioner Quinn seconded. "H"
There were no questions or discussion and Items "A" through "H"
on the Consent Calendar were adopted or ordered filed as
appropriate.

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

Reported having made 36 temporary appointments during Payroll Period September 16 through September 29, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Barden, Daniel	H40	H50	7	16, 18, 19, 25, 26, 28, 29
Condon, Richard	"	"	8	16, 18, 19, 21, 22, 26, 27, 29
DiGiovanni, Anthony	H30	H40	9	16, 18, 19, 23, 24, 26, 26, 27, 29
Miles, William	"	"	2	24, 25
Spinetta, Dominic	"	"	8	17, 18, 20, 21, 24, 25, 27, 28
Gonzalves, Kevin	H20	H30	2	26, 27
Allen, Richard	H2	H20	10	18, 19, 20, 21, 22, 25, 26, 27, 28, 29
Fuhrman, Paul	"	"	10	18, 19, 20, 21, 22, 25, 26, 27, 28, 29
Carlomagno, Joseph	"	"	2	22, 23
Hickey, Patrick	H2	H10	2	23, 24
McCrystle, Eileen	"	"	6	19, 20, 22, 23, 27, 28
Molinari, Raymond	"	"	8	16, 18, 19, 21, 22, 26, 27, 29
O'Neill, Stephen	"	"	2	23, 24
Riemer, James	"	"	2	27, 28
Riba, Douglas	"	"	2	28, 29
Blake, John	"	"	1	16
Hill, Steven	"	"	2	16, 17
Jackson, William	"	"	2	16, 17
Stewart, Gregory	"	"	2	17, 18
McGuire, Robert	"	"	2	17, 18
Iavarone, Frank	"	"	2	21, 22
Smith, Stephen	"	"	2	27, 28
Aiello, Dominic	"	"	2	27, 28
Meltzer, Gary	H24	H32	3	18, 19, 20
Kucich, Richard	H6	H24	3	18, 19, 20
Murray, Paul	H10	H6	3	18, 19, 20
Carr, Elmer	H2	"	8	16, 17, 20, 21, 23, 24, 26, 27
Gregg, Robert	"	"	10	18, 19, 20, 21, 22, 25, 26, 27, 28, 29
Patterson, Michael	H22	H32	8	18, 19, 20, 21, 25, 26, 27, 28
Rapp, Charles	H6	H22	8	18, 19, 20, 22, 25, 26, 27, 29
Elbeck, Roger	"	"	8	18, 19, 20, 21, 26, 27, 28, 29

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

<u>NAME</u>	<u>PRESENT</u> <u>RANK</u>	<u>HIGHER</u> <u>RANK</u>	<u>NO. OF</u> <u>WORK</u> <u>DAYS</u>	<u>DATES</u>
Correa, Antonio	H2	H6	4	18,19,20,22
Bykoff, Michael	"	"	8	18,19,20,22,25,26,27,28
Roberts, Leonard	"	"	8	18,19,20,21
Lavelle, Michael	"	"	1	18
Flaherty, Stephen	"	"	3	27,28,29

DISABILITY PAY

Gardner, Ronald	H2	H6	8	18,20,21,22,25,26,27,29
Lavelle, Michael	"	"	7	20,21,22,25,26,27,29

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted eight letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

The Rabin Brothers
660 Third Street
San Francisco, California 94107

October 24, 1989

San Francisco Fire Commission
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Commissioners:

On Tuesday, October 17, my son and I were trapped in an elevator in the 660 Third Street building at Third and Townsend Streets.

At approximately 7:30 p.m., we were rescued by members of the Fire Department. As I was in a rush to get to the Ladies room I am afraid I may have neglected to thank them properly and they were gone when I returned.

Please give them my warmest thanks.

Please accept this small donation for the Widows and Orphans Fund. I wish it was more.

Sincerely,

/s/ MILDRED REESE

* * * * *

October 23, 1989

San Francisco Fire Commission
San Francisco, California

Dear Commissioners:

I would like to commend the members of your department for a courtesy to me during the recent earthquake. As a result of the quake the door to my apartment became jammed. I talked to the manager and he told me he had a power tool that would remove the lock - but there was no power - so until the power came on I was confined to the room. The next day I talked on the phone to some friends and relatives about my predicament. One friend was good enough to visit Station 2, explain my situation and ask if they could help me. Shortly after 11 a.m. on October 18, three firemen arrived, climbed nine floors to my apartment with a heavy instrument and freed me. Unfortunately, I failed to get their names - although one wore a white hat. I am a handicapped person, was unable to obtain food, and am very grateful to these men. I hope you will thank them for me and express my gratitude. As a former City employee, I have had great respect for the members of the fire department. I now have personal reasons for commending them in this period of great stress.

Thank you and thanks again to the members of Station 2 on duty that day.

/s/ ALEX F. MC CARTHY
1221 Jones Street, Apt. 9B
San Francisco, CA 94109

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

August 17, 1989

Hon. Art Agnos
Mayor of San Francisco
Room 20D, City Hall
San Francisco, CA 941D2

Dear Mayor Agnos:

Please convey my gratitude to the San Francisco Fire Department for rescuing my art collection when my flat was gutted by fire last Saturday night. When I returned to North Beach to find my home destroyed, I was met by two firemen who had waited behind to deliver their news. They said, "Sit down, Mama. First we want you to know the art is saved."

As you know, over the years my flat was the home of many of San Francisco's finest artists and poets, who lived and created in its sunny rooms with their incomparable views. Often they could not pay the rent, but they left many of their works behind. Recently this collection, which spans thirty years, was appraised by the Carlson Gallery at a value of one million dollars.

I am sure the artists are as thankful as I am that our City's firefighters recognized the importance of their paintings and made an extra, heroic effort to preserve them.

Sincerely,

/s/ ALIX MC QUEEN GELUARDI
843 Filbert Street
San Francisco, CA 94133

* * * * *

City of Fremont
Fire Department
420D Mowry Avenue
Fremont, California 94538-1298

September 19, 1989

Chief Frederick F. Postel
San Francisco Fire Department
26D Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Your Captain DaCunha of the Division of Training has recently made several trips to Fremont to assist in the training of the use of our newly purchased tillered trucks. His assistance has been invaluable and we hope we will be able to call on him again, should the need arise.

We take this opportunity to thank the San Francisco Fire Department for Captain DaCunha's help and guidance. We know you must be proud to have Captain DaCunha on your staff with his wealth of knowledge about firefighting and tillered aerals.

Please pass on a "job well done" and our thanks to Captain DaCunha.

Sincerely,

/s/ DANIEL T. LYDON
Chief of Department

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Internal Revenue Service
450 Golden Gate Avenue
San Francisco, California 94102

October 13, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I would like to express my appreciation for the assistance provided by your staff during our recent building-wide fire drill on October 5, 1989, in the Phillip Burton Federal Building, 450 Golden Gate Avenue, San Francisco.

We were successful in demonstrating that the drill procedures will work quickly and effectively.

Special thanks to Inspector Tony Correa, Battalion Chief Daniel Kiely and Chief's Aide Wayne Lile for participating as active "observers" during the fire drill and providing valuable feedback, which clearly reflected their outstanding knowledge of emergency procedures.

Your employees enthusiasm and their assistance were greatly appreciated.

I place considerable importance on emergency planning, and I appreciate the support of your department. Please convey my appreciation to your staff for a job well done.

Sincerely,

/s/ EMELDA L. FORBES
Alternate Building Emergency Coord.

* * * * *

Russian Hill Neighbors
2040 Polk Street, Suite 221
San Francisco, California 94109

October 12, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

The Russian Hill Neighbors Block Party Committee would like to thank you for sending Fire Department equipment to our party on September 24th.

The quipment and your courteous crew were enthusiastically received and added immensely to the party. Hopefully, it will also add to a safer neighborhood.

Thank you for your contribution and for joining us in celebrating our wonderful neighborhood.

Sincerely,

/s/ LYNNE LAMBORN
BEN TOM
Block Party Co-Chairs

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

September 27, 1989

Sheila Jordan
1231 Sunnydale Avenue
San Francisco, CA 94134

Dear Sheila:

EQUALS
Lawrence Hall of Science
University of California
Berkeley, California 94720

We really enjoyed having you as a member of the EQUALS/MATHTEQ Role Model Panel! Your work as a firefighter for the San Francisco Fire Department sounded fascinating, and we were particularly interested in your explanation of why you chose to do the work and what it meant to you. Many of the teachers remarked afterwards on the importance of your work.

The audience of 71 California educators and 19 educators from other states greatly appreciated your presentation. They teach mathematics in grades kindergarten through high school, and I believe they will, as a result, be enthusiastic about inviting role models to visit with students in their classrooms. We hope an early introduction to a variety of occupational choices, and the skills needed to carry out these jobs, will encourage all students to take the courses and learn the material that will enable them to keep their options open for the future.

Thank you very much for speaking during the EQUALS/MATHTEQ teacher inservice at the Lawrence Hall of Science. We look forward to hearing from you again.

Sincerely,

/s/ KAY GILLILAND

* * * * *

City of Millbrae
Fire Department
511 Magnolia Avenue
Millbrae, CA 94D30

September 25, 1989

Captain Gary Dale
San Francisco Fire Department
26D Golden Gate Avenue
San Francisco, CA 941D2

Dear Gary:

I would like to take this opportunity to commend you for your participation as a member of the evaluation board in the test for fire captain at the Millbrae fire department. Your professionalism, and expertise was evident by your evaluation of our candidates.

Thank you for your willingness to assist the Millbrae fire department in this very important testing process.

Sincerely,

/s/ BRIAN M. KELLY
Fire Chief

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Probationary Appointment

Reported the following PROBATIONARY appointment:

EFFECTIVE DATE - OCTOBER 16, 1989

H20 Lieutenant

Richard P. Allen
(vice: Robert Serrano,
apptd. H30 Captain)

Commissioner Bretz moved and Commissioner Berman seconded. There were no questions or discussion and the report of probationary appointment was adopted on recommendation of Chief of Department.

Chief Postal invited Lieutenant Richard Allen to step forward. Chief Postal briefly summarized the assignments held by Lieutenant Allen during his service with the Department. Lieutenant Allen became a paramedic and became very involved in the Fire Department's emergency medical response program. For the past two years he has served as the Department's medical coordinator for the defibrillation program and is involved in the medical services training program. He has been a driving force on improving the Fire Department's ability to provide emergency medical care to the citizens of San Francisco.

Chief Postal administered the oath of office and pinned on the badge of office. Lieutenant Allen was congratulated by members of the Commission.

Lieutenant Allen introduced his wife, Mary, and acknowledged her contribution to the Department's emergency medical program. At the community college, she has taught about 60 percent of the paramedics who work in San Francisco, and has instructed about 90 percent of the firefighters who are Emergency Medical Technicians. She is an EMT instructor for the Department's probationary firefighters.

Commissioner Bretz acknowledged and praised Lieutenant Allen, Captain Robert Boudoures and Firefighter Gerald Shannon as the three department members responsible for extricating a woman from a collapsed building at Ovisadero and Jefferson Streets under extremely dangerous conditions.

C) Unlitigated Claims (Cont'd from Meeting of 10-10-89)

Submitted for adoption a revised claims procedure permitting the City Attorney to settle unlitigated claims of less than \$5,000 without prior Commission approval.

Commissioner Quinn moved and Commissioner Berman seconded.

Commissioner Bretz commented that she had some questions for Mr. Ray King, Claims Manager, City Attorney's Office. She congratulated Mr. King on his appointment acknowledging his outstanding reputation as Director of the Parking Authority. Commissioner Bretz requested that Mr. King provide monthly reports to the Commission concerning status of unlitigated claims. Mr. King replied that the City Attorney's Office would provide any information requested by the Commission and with whatever frequency. The other Commissioners concurred with Commissioner Bretz's request for a monthly report. Mr. King noted that the

4. REGULAR CALENDAR - NEW BUSINESS

C) Unlitigated Claims (Continued)
(Cont'd from Meeting of 10-10-89)

Department receives the claim at the outset to conduct an investigation and if they had any concerns they could consult with the Fire Commission before the claim was returned to the City Attorney. If the Department feels that a claim is excessive they can place a dollar ceiling on it and request further consultation with the City Attorney's Office before final settlement is made. Mr. King noted that now the City Attorney is sending to the Department copies of all small claims court judgments. In the past, the Departments did not know if the City was successful in small claims court.

D) Earthquake and Fire

Preliminary report from Chief of Department concerning the earthquake and fire of October 17, 1989.

Before hearing the Chief's preliminary report, President Jefferson, on behalf of the Fire Commission, read the following statement into the record:

The Fire Commission wishes to express its profound gratitude and appreciation to all of the officers and members of the San Francisco Fire Department - both uniformed and non-uniformed - for the dedication, professionalism, sacrifice and commitment demonstrated during last week's earthquake and fire.

Preliminary reports indicate that upwards of four hundred off-duty firefighters left their homes and loved ones - who themselves were subject to the dangers and anxieties of the earthquake - to report to San Francisco. Scores of firefighters went directly to the Marina when they saw the inferno while enroute to their fire stations, while many others reported to their duty assignments to staff relief equipment or increase staffing on first-line apparatus.

For the next 80 hours the Fire Department's resources were stretched to the limit; the Communication Center was swamped with telephone calls for assistance; such as, fires, collapsed buildings, fallen wires, medical emergencies, natural gas leaks and people stuck in elevators.

Many firefighters worked more than 36 consecutive hours, refusing to go home until all fires were extinguished and the last building was searched. In the days following the quake, San Francisco Fire Firefighters Local 798 organized a volunteer effort comprised of many of its off-duty members and their families, as well as non-members, to assist displaced individuals. The Commission wishes to express its gratitude and appreciation to Local 798 and all those who participated in the post-earthquake effort.

A new unity of purpose was created within the Department during this crisis. Differences were set aside amid the spectacle of San Francisco in grave jeopardy. It is the Commission's fervent hope that the Fire Department can build on this unity and spirit as it faces the considerable challenges that lie ahead.

Thank you all for your heroism and spirit. It is a privilege and pleasure to be associated with you.

4. REGULAR CALENDAR - NEW BUSINESS

D) Earthquake and Fire (Continued)

Vice President Keker concurred with President Jefferson's expression of gratitude and asked if the Chief could arrange to have the statement placed on the bulletin board in each fire station. He noted that he watched the Marina fire from his home and visited the Marina the next day. The consequences of that fire could have been so much more devastating if it were not for the fine work of the San Francisco Fire Department.

Chief Postel thanked the Commission for its statement and support. He commented that it was important to realize that his report will be preliminary in scope, and will represent an overview of the Department's activities since October 17. An in-depth report is being developed under the leadership of Assistant Chief Howard Slater. He began his report by thanking everybody, including the numerous civilians who assisted the fire department. He offered a special thanks to all the San Francisco firefighters. They demonstrated a tremendous level of commitment to San Francisco, probably unmatched by any other organization. He commented that the San Francisco firefighters displayed this commitment and he is proud to be one of them. He offered special thanks to Deputy Chief Michael Farrell who took command in his absence. He was in Boston attending a conference at the National Fire Protection Agency and returned as soon as he could, arriving in San Francisco Wednesday a.m. He also thanked Deputy Chief John Boscacci who assisted Deputy Chief Farrell. Special recognition was extended to Assistant Chief Harry Brophy who took command at the fire in the Marina. He did an outstanding job. They made a miraculous stop and Assistant Chief Brophy deserves credit for the way he handled that job. He also recognized the vision and efforts of Assistant Chief Frank Blackburn who prior to this fire had spent a lot of time and energy to develop the portable hydrant system with its large diameter hose. He also recognized the contributions of Battalion Chief Gary Torres, Bureau of Communication. He remained at the Communications Center and commanded the department's communications. Assistant Chiefs James Lynch and Joseph Medina were praised. Assistant Chief Lynch assisted at the Bureau of Communications and provided the support to keep the equipment going, and Assistant Chief Medina took the initiative at Headquarters to provide cars and radios for his Inspectors, who then were able to respond to calls for "stuck elevators." This allowed the suppression force to handle firefighting duties. He added his thanks to Local 798 for their volunteer program which saw off-duty firefighters assist Marina residents in removing personal possessions from their homes. He thanked the Firefighters Toy Program for their efforts. They supplied toys to numerous children not only in San Francisco but Santa Cruz and Watsonville. Because of their generosity, the toys for their annual Christmas distribution have been depleted and they will need a lot of toys and cash donations so that their Christmas Toy Program will be successful this year.

Chief Postel next summarized the Department's activities as follows:

At 1704 hours, the City was struck by an earthquake of 7.0 magnitude.

The City immediately experienced a loss of electric power. Broken water mains occurred in both the high pressure and domestic water supply systems. Natural gas feeder mains broke causing a tremendous problem. Fires erupted immediately, and buildings collapsed.

Deputy Chief Farrell immediately responded to the Communications Center to take command. The 10/1 modified response was put in service.

4. REGULAR CALENDAR - NEW BUSINESS

D) Earthquake and Fire (Continued)

After a few moments of shocked stillness, citizen response to the earthquake began. Calls for assistance began to inundate the Communications Center and the Department mobilized its forces to address the needs of the City. In a matter of four hours immediately following the earthquake the Fire Department responded to more than 400 incidents, including 27 fires. One of the fires was in the Marina and there were two other fires that under normal circumstances would have been greater alarms.

The average incident response level is approximately 159 incidents per day. Over the 80 hour time-frame from 1700 hours on Tuesday through 2400 hours on Friday, the Department responded to 1964 incidents. This daily incident average (491 per day) was a 300 percent increase over norm. Chief Postel told two stories of ingenuity, dedication and bravery of San Francisco firefighters, as reported to him last Saturday by a civilian. Both related to the fire and building collapses in the Marina. The citizen was in awe of the firefighters calm, cool bravery and professionalism. This is an indication of the type of events that occurred in various parts of the City following the quake. At one point during this emergency only nine engine companies remained in service. However, most of them were staffed with double their strength because of all the firefighters who responded to the recall. Natural gas leaks comprised almost 90 percent of the Hazardous Calls category on the first day of the event and this particular type of incident dropped in occurrence to approximately 50 percent of the category by 10/21. As this percentage decreased, an attendant percentage increase of responses were made for investigation of unstable buildings.

Certain problems developed after the earthquake and major fire in the Marina; such as, water supplies: this problem was solved by drafting from the Palace of Fine Arts lagoon, dispatching the fireboat to the Marina Yacht Harbor, activating the pumping stations, and receiving mutual aid water tankers from Novato. The fireboat crew and everyone on the scene did a miraculous job of supplying water. The large diameter hose was led from the Bay to the fire scene, portable hydrants were distributed along the route. The value of the fireboat not only to the City, but specifically to the Marina District, cannot be measured. It is certainly a valuable tool of the San Francisco Fire Department and one that played a major role in preventing extension of that fire in the Marina. The high-pressure water system played a major part in saving the City. There were breaks in the water system which created some water supply problem. This occurred primarily in the infirm areas in the Marina District as well as South of Market.

There were some personnel problems when the City was struck with disaster of such a magnitude. The on-duty personnel were not sufficient to handle the problems. There was an amazingly high response from off-duty personnel. They found their way back to San Francisco. Chief Postel thanked all the firefighters who returned to duty; not only those who returned, but those who tried to get back but were unable to get back because of traffic problems. He thanked all those who attempted to return but could not. More than 400 off-duty firefighters returned to duty. Equipment was somewhat of a problem. Off-duty personnel staffed all reserve equipment. Firefighters at Station 10, which adjoins the Museum, even activated a museum piece engine and equipped it as truck and hose wagon. This was a 1961 turbo jet.

4. REGULAR CALENDAR - NEW BUSINESS

D) Earthquake and Fire (Continued)

Considering the population in San Francisco during a work day which is estimated to be one-and-a-half million people, the overall loss of life was minimal. Any loss of life is unacceptable, however. The death total as of this date is 10 citizens (six deaths from a brick wall collapse on Sixth Street between Townsend and Bluxome; three deaths attributable to building collapse in the Marina District, and one death attributable to either building collapse or fire in the Marina District).

Bureau of Fire Prevention Personnel remained on duty at Headquarters (within a building without power). The bulk of the elevator rescue calls was handled by inspectors who responded to these incidents in their automobiles. The Bureau inspected 125 buildings in the South of Market, Tenderloin, and Financial Districts. They also inspected all fire stations, and assisted in inspections of hospitals and city-owned buildings. Highrise building inspections were mainly prioritized to pre-1975 constructed buildings (370 inspections accomplished).

Reports are being prepared that will allow the Department to evaluate its actions during this emergency, and will be presented to the Commission when they are finalized. Immediately after the earthquake, Channel 5 donated a helicopter which the City used in making an initial damage assessment. He thanked Channel 5 for its generosity. There was mutual aid response from the Presidio Fire Department, and offer of a strike team from the California Division of Forestry. There were international and domestic search and rescue missions offered. The California Dog Search Units performed admirably in the Marina. The Fire Department received offers of assistance from as far away as England. Almost every Fire Department in the nation called to offer help. The City of Los Angeles dispatched their earthquake rescue team to Northern California. A helicopter from the Los Angeles City Fire Department was placed at the disposal for the San Francisco Fire Department. After things settled down, the Stress Unit began debriefing people who were involved in emotionally stressful rescues, particularly in the Sixth and Bluxome tragedy. The Personnel Center was reestablished at the Communications Center during the height of this emergency as Headquarters lost power. He personally thanked Battalion Chief Frank Dunphy for his personnel-related activities performed for several days at the Communications Center. He thanked the members of the Phoenix Society for their efforts, particularly Mel and Mike Newman. The firefighters volunteered to work overtime during this crisis. PGandE was very cooperative. He thanked the Coast Guard for their assistance as they checked piers for structural damage. KNBR Radio provided the Communications Center with a FAX machine at no cost. The FBI provided helicopter assistance, including transporting Chief Postel from Moffett Field to San Francisco. They provided flyovers for damage assessment as well. Cellular I provided more than 100 portable telephones. The Motorola Radio Company contributed portable radios. The State OES provided numerous services to the Department. Chief Postel also praised the National Fire Protection Association for assuring his quick return to San Francisco. They provided a private jet that took him from Boston to Dulles Airport in Virginia. The Fairfax Fire Department drove him from Dulles to Andrews Air Force Base where he boarded a congressional flight to Moffett Field. He joined Senator Alan Cranston, Congresswomen Nancy Pelosi and Barbara Boxer, as well as Congressman Ronald Dellums. It was not a very happy experience to be 3,000 miles away when this occurred, and he was very happy to return to San Francisco on Wednesday. He thanked Admiral Bidorf of the US Navy.

4. REGULAR CALENDAR - NEW BUSINESS

D) Earthquake and Fire (Continued)

He concluded his remarks by thanking every member of the San Francisco Fire Department - uniformed and civilians - who volunteered and assisted throughout the crisis.

Recess : DG5D-1DD3

This recess was taken to allow the press to ask questions of Chief Postel.

E) Formal Complaint

Submitted formal complaint against H2D Lieutenant Henry L. Manning, dated October 17, 19B9, for violations of the Rules and Regulations as follows:

Section 3912 - Intoxicants/Drugs

Section 3956 - Acts Detrimental to
Welfare of Department

President Jefferson directed Secretary Connors to comply with Section 4DD6 of the Rules and Regulations and inform Lieutenant Manning that the trial and hearing will be held November 28, 1989.

F) Division Chiefs

Monthly presentation from Assistant Chiefs - Divisions 2, 3 and 1.

Division 2 - Acting Assistant Chief Daniel E. Barden - noted that he was temporarily assigned for one day in Division 2. He noted that he has reviewed the earthquake report prepared by Division 2. Most of the items have already been covered by Chief Postel in his preliminary report. He reemphasized how well the fireboat, five-inch hose, and hose tenders performed, as well as how well Assistant Chief Brophy commanded the fire.

Division 3 - Assistant Chief Arthur Kenney - indicated that trial inspections were held at Division 3 during the month of October. They are working on hydrant placement at KYA Hill and the Bayview Hill project to determine where to place the hydrants. Division 3 has begun a new type of BART drills. Division 3 is also in charge of the employees' charitable contributions program, as well as cracking down of illegal auto repairs in residential areas. Concerning the earthquake, Division 3 was impacted less than the other two divisions. As a result, Division 3 personnel staffed a lot of relief apparatus and dispatched them to cover in at Divisions 2 and 1. Division 3 has requested reports from Battalion Chiefs on what procedures worked and did not work during this crisis. One current problem exists at Shotwell, between 17th and 18th, where about six homes are in danger of collapsing. The emergency recall response from Division 3 was very good. Assistant Chief Kenney displayed a home preparedness guide that was distributed during ceremonies marking the April Anniversary of the 19D6 Earthquake. He suggested that the Fire Department try to have copies of the guide reproduced and perhaps distributed by the Department as part of its CRISP Program. He said that he would discuss this proposal with Assistant Deputy Chief Frank Scales after the meeting.

4. REGULAR CALENDAR - NEW BUSINESS

F) Division Chiefs

Commissioner Quinn reminded everyone that all homes that have a telephone have an excellent earthquake preparedness guide explained in the front pages of the telephone directory.

Division 1 - Assistant Chief William Shaughnessy - indicated that he would confine his comments to the earthquake. The building collapse at Sixth and Bluxome Streets where six people perished is located within Division 1. Firefighters who responded to that incident displayed some heroic actions by clearing the rubble and searching for survivors. Assistant Chief Shaughnessy said that in his opinion there are two needs that are quite obvious as a result of this crisis: to equip all fire stations with generators and, to acquire additional five-inch hose. Single engine companies were without power for several days after this crisis.

He commented that all the five-inch hose was used at the Marina fire and there was a crisis in the South of Market area where the high-pressure system was down, as well as some low-pressure hydrants, and it would have been necessary to move water several blocks. He thought more five-inch hose would have been needed for a situation like this.

In response to a question from Commissioner Bretz, Assistant Chief Lynch indicated that the generator installation program calls for a generator in the command and control centers of the Department and other miscellaneous sites. A total of 23 generators will be installed, of which 16 are in place. The Department did experience a problem with the downtown area that because the electricity did not come on for so long the battery powered backup radios were ceasing to function. It is a situation which the Department should address.

President Jefferson noted that is always the case, sometimes it takes a crisis to open up pocket books a little bit. As everyone knows, the Commission has established equipment as its number one priority. The Department's needs are being assessed and will be incorporated in the Chief's report to the Commission. The Commission hopes to use that report to effect some new budget allocations.

G) Retirement Certificates

Reported Awards of Honorable Service to the following members:

	Type of Retirement	Years of Service	Date of Retirement
Assistant Chief Ray A. Landi	Service	35	Sep. 16, 1989
Battalion Chief Edwin M. Ahrens	Service	35	Sep. 16, 1989
Captain Bernard P. Maguire	Service	32	Sep. 22, 1989
Captain Richard F. Spediacci	Service	34	Sep. 22, 1989
Lieutenant John D. McDermott	Service	27	Jul. 08, 1989
Chief's Aide Alfred J. Fiorese	Ind. Dis.	27	Jul. 07, 1989
Firefighter Ralph P. Merillion	Ind. Dis.	30	Sep. 01, 1989

Chief Postal informed the Commission that none of the retirees was present. President Jefferson instructed Secretary Connors to mail the retirement certificates to the retirees.

4. REGULAR CALENDAR - NEW BUSINESS

H) Public Comment

Commissioner Berman took this opportunity to acknowledge and welcome an old friend of the Fire Department, retired Firefighter Herman Barber. He informed his colleagues that Firefighter Barber was severely injured in the line of duty and was forced to retire. He could not resist coming back to San Francisco after the earthquake. His interests have always been with San Francisco.

James Ferguson, President, Local 798 pledged to work as a partnership with the Commission and Administration to address the problems that the Department is now aware of and will become aware of in the near future; such as, water supply, equipment, staffing, etc. He requested that Chief Postel consider appointing a couple of members from Local 798 to assist the Department in assessing some of the problems that have been addressed. One very small problem, for example, and it is ironic that when Mr. Ferguson first joined the Department at the Division of Training he suggested that all firefighters be issued a flashlight. That became a very acute problem last Tuesday night because there was no power. He noted that Station 3, his station, was wired for a generator six months ago but is not yet installed because it would be necessary to place the generator on the fire station roof via a crane. As other stations were similarly situated, it was decided to wait and make the installations all at once. As a result, Station 3 was without power until Friday.

President Jefferson took this opportunity to thank Local 798 for the volunteer program to assist displaced persons in San Francisco. He noted that he was at the Marina over the weekend and saw the volunteer firefighters in action helping the residents.

Lieutenant John Payne noted that he had been with the Fire Department for 23 years and wanted to take this opportunity to share some of his observations of October 17. His comments were directed only to improving the Fire Department's effectiveness before the next earthquake occurs. As a Lieutenant of Engine 3, he was at the intersection of Jones and Eddy when he felt the power of this event. As the hours progressed his impression of the Fire Department's disaster preparation was that they bordered on chaos. Although the Department eventually fulfilled its goal it was apparent that many vital areas are in serious need of change. He realized that a lot of these issues have been addressed today by Chief Postel's comments and others. First, in his opinion, the communications system needs a major overhaul. Everyone who tried to transmit that night would attest to this. Second, the manpower was needed immediately. Shorthanded companies endangered civilians' and firefighters' lives. A strong commitment to fulfil manning must be a Commission priority. Third, while the recall was extremely gratifying, the utilization of recall members was without an effective plan. Individual initiative was the main factor guiding returning firefighters. Fourth, the shortage of relief apparatus hampered efforts of the recalled firefighters to be effective. There was a lack of needed reserve equipment, including generators. The City was extremely fortunate that street access was not greatly impeded as to his knowledge no provisions existed for the expedient clearing of blocked streets. Control of a simultaneous fire, like the Marina District fire, coupled with blocked streets and reduced water supply is difficult to imagine. He believed that these items are in immediate need of attention. He realized that the Chief and Commission are aware of these items. Concerning the fuel unit, units were running low on fuel at the Marina and there is only one diesel fuel unit in the City, and that is the situation that should be addressed in the future.

4. REGULAR CALENDAR - NEW BUSINESS

H) Public Comment (Continued)

Mr. Marvis Phillips spent 12 hours trying to keep the intersection Eddy and Leavenworth clear for emergency vehicles, cars and pedestrians. The Tenderloin was without power for 2-1/2 days. From his perspective, the emergency response within the first three hours following the earthquake was slow, particularly as it relates to the effort to establish communications among the various agencies. Others were able to keep the Tenderloin intersection lit during the whole night with flares. Fortunately, there were no major problems in the Tenderloin that evening. He thanked every member of the Department for putting their lives on line and for other members of the public, like himself, who put their lives on line in the street directing traffic, hauling hose, and otherwise assisting emergency agencies.

5. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

Closed session was not held.

There being no further business to come before the Commission, the meeting was adjourned at 1022 hours.

Raymond G. Connors
Secretary

DEC 6 1989

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No. 89-31

JOURNAL OF PROCEEDINGSFIRE COMMISSION

Regular Meeting - Wednesday - November 15, 1989 - 1800 Hours*
 260 Golden Gate Avenue - Room 201

*Due to scheduling conflict the regular meeting was not held on Tuesday

ITEM
NO.

1. On Roll Call, the following were noted present:

President James O. Jefferson
 Commissioner Sharon L. Bretz
 Commissioner Frank A. Quinn

Vice President John W. Keker was excused for business reasons, and
 Commissioner Henry E. Berman was excused due to illness.

Michael T. Farrell
 John F. Boscacci
 Frank Scales, Jr.

- Acting Chief of Department
 - Deputy Chief - Administration
 - Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
 James R. Lynch
 Gary L. Musante

- Fire Prevention
 - Support Services
 - Training

Chief Officers - Firefighting Service:

Howard L. Slater
 Edward E. Murphy
 William G. Richardson

- Division 1
 - Division 2
 - Division 3

2. Adoption of the minutes of the Regular Meeting of October 24, 1989, and the Special Meeting of October 3, 1989.

Commissioner Bretz moved and Commissioner Quinn seconded.
 There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "N") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

DOCUMENTS DEPT.

DEC 6 1989

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No. 89-31

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acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENOAR

A) Military Leaves

Submitting for adoption applications from three members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Frisella, David A. Warrant Officer	H40 B/C	11-05-89	1	US Marine Corps NAS Alameda, CA	Attend Active Duty Training
Lauer, Richard L. Lt. Col.	H10 C/A	11-04-89 11-05-89 12-02-89 and 12-03-89	4	CA Army Nat'l Gd. Sacramento, CA	Attend Active Duty Training
Turner, William J. SSG	7388 U/Plumber	11-03-89	1	CA Army Nat'l Gd. Camp Roberts, CA	Attend Active Duty Training

B) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during October, 1989.

C) Monthly Report - Management Services

Submitting monthly report from Assistant Deputy Chief, Management Services, concerning activities performed during October, 1989.

D) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - OCTOBER 25, 1989

H30 Captain

James A. Sullivan
John Tizio
Phillip R. Kavanaugh
Edward N. Gee

3. CONSENT CALENDAR

E) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE - NOVEMBER 1, 1989

1446 Secretary II

Arletta J. McGrew-Branchcomb

F) Limited Tenure Appointments

Reporting the following LIMITED TENURE appointments:

EFFECTIVE DATE - NOVEMBER 9, 1989

H32 Captain, Oiv. FP&I

Michael Patterson
(vice: Thomas Nyhan,
retired)

H22 Lieutenant, BFP

Roger C. Elbeck
(vice: Michael Patterson,
apptd. L/T H32 Capt.)

G) Limited Tenure Appointment (from NCS appt.)

Reporting the following LIMITED TENURE appointment:

EFFECTIVE DATE - NOVEMBER 1, 1989

1818 Management Information Specialist II

Anthony Kamby, Jr.
(vice: New Position)

H) Non-Civil Service Appointment

Reporting the following NON-CIVIL SERVICE appointment:

EFFECTIVE DATE - OCTOBER 30, 1989

1426 Senior Clerk Typist

Mimi Lim
(vice: Eunice Booker,
SL)

3. CDNSENT CALENDAR

I) Suspension

Reporting suspension of H2D Lieutenant Henry L. Manning, Truck 19, for an indefinite period of time, effective October 14, 1989, pending Fire Commission hearing, for violations of the Rules and Regulations as follows:

Section 3912 - Intoxicants/Drugs

Section 3956 - Acts Detrimental to
Welfare of Department

J) Resignation

Submitting resignation of 1424 Clerk Typist Helen R. Arbis, effective close of business October 27, 1989.

(Resigned in order to accept other employment.
Approximate length of service - one year.)

K) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
ALF, Truck 19 Off: Lt. Henry Manning; Drv: FF Jack Walker; Tlrm: FF Dwight Newton	64-89	08-11-89	67D	C	File
Engine 32 Off: Lt. John McCloskey; Drv: FF Roland Vigil	65-89	08-24-89	581	A	File
Ford, H.P. Drv: General Laborer James Thalhammer	66-89	08-25-89	9D6	C	File
WLF, Engine 40 Off: Lt. Melvin Canevaro; Drv: FF Michael Belcher	67-89	08-25-89	566	B	File
Truck 3 Off: Lt. Robert Ness; Drv: FF John Melanephy; Tlrm: FF James Ferguson	68-89	08-25-89	672	C	File
Truck 7 Off: Lt. William Long; Drv: FF Frank Morino; Tlrm: FF Greg Stewart	69-89	08-29-89	605	C	File
Svc. Sq. 1 Off: Lt. Fred Sanchez; Drv: FF Gary Tishma	70-89	09-12-89	841	C	File
ALF, Engine 11 Off: Lt. Thomas Doudiet; Drv: FF Thomas Rey	71-89	09-16-89	56D	C	File

3. CDNSENT CALENDAR

K) Accidents (Continued)

Engine 38	72-89	09-23-89	576	B	Bill
Off: Lt. Frank Kosta; Drv: FF Fred Meyer					
Truck 15	73-89	09-22-89	628	C	File
Off: Lt. Richard Jonasson; Drv: FF Richard Blake; Tlrm: FF Louis Lituanio					
ALF, Engine 11	74-89	09-26-89	560	B	File
Off: Lt. Donald Scheppler; Drv: FF Rocco Papapietro					
Chevy, Batt. 3	75-89	09-25-89	725	C	File
Off: 8/C James Ferry; Drv: C/A Stephen Flaherty					
ALF, Engine 10	76-89	09-28-89	517	A	File
Off: Lt. Thomas Doudiet; Drv: Donald Holvoet					
Engine 7	77-89	10-04-89	587	C	File
Off: Lt. Jerry Hansen; Drv: FF Lawrence Cannon					

Note:

Category A - A non-traffic accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near obstacles.

Category 8 - An accident in which Fire Department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department department statutes, ordinances, and rules.

Category C - A traffic accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

L) City Attorney

Submitting communications from Ray King, Chief, Bureau of Claims, City Attorney's Office, concerning settlement of the following claims:

FARMERS INSURANCE AND THEIR INSURED,
MAHIN DAVANI, in the amount of \$1,336.85.
Claim arises out of automobile damage
occurring on July 10, 1989, on Diamond
Heights Boulevard at Diamond Street,
S.F., CA.
(Acc : 54-89 (C); WLF, Engine 18;
Off : Lt. Robert Andersen;
Drv : FF Clarence Ruffin)

3. CONSENT CALENDAR

L) City Attorney (Continued)

JC PENNEY INSURANCE AND THEIR INSURED,
TALINE SANASSARIAN, in the amount of \$1,273.27.
Claim arises out of automobile damage
occurring on August 11, 1989, at 20th
Avenue and Buckingham Way, S.F., CA.
(Acc : 64-89 (C); ALF, Truck 19;
Off : Lt. Henry Manning;
Drv : FF Jack Walker;
Tirm: FF Dwight Newton)

KENNETH BARBIERI, in the amount of \$1,942.99.
Claim arises out of automobile damage
occurring on August 25, 1989, at Sutter
and Powell Streets, S.F., CA.
(Acc : 68-89 (C); Truck 3;
Off : Lt. Robert Ness;
Drv : FF John Melanephy;
Tirm: FF James Ferguson)

SERAFIN SANCHEZ, in the amount of \$1,785.20.
Claim arises out of automobile damage
occurring on September 16, 1989, at South
Van Ness and 23rd Street, S.F., CA.
(Acc : 71-89 (C); ALF, Engine 11;
Off : Lt. Thomas Doudiet;
Drv : FF Thomas Rey)

WILLIAM E. BIGARANI, in the amount of \$1,740.27.
Claim arises out of property damage (vehicle)
occurring on August 8, 1989, at Bayshore
Boulevard, S.F., CA.

EDWARD R. TATARIAN, in the amount of \$460.62.
Claim arises out of property damage (vehicle)
occurring on August 3, 1989, at 2434 San
Bruno Avenue, S.F., CA.

M) Physician's Report

Submitting biweekly report of Fire Department
Physician concerning disability injuries,
October 14 through October 27, 1989.

3. CONSENT CALENDAR

N) Temporary Appointments

Reporting having made 32 temporary appointments September 30 through October 13, 1989, and 22 temporary appointments October 14 through October 27, 1989.

(These items will be incorporated as part of the minutes of today's meeting.)

Commissioner Bretz moved and Commissioner Quinn seconded. There were no questions or discussion and Items "A" through "N" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

Reported having made 32 temporary appointments during Payroll Period September through October 13, 1989.

NAME	PRESENT RANK	HIGHER RANK	NO. OF WORK DAYS	DATES
Barden, Daniel	H40	H50	8	1,2,4,5,5,6,7,8
Condon, Richard	"	"	9	30,2,3,6,7,9,10,12,13
Costella, Guido	H30	H40	2	5,6
DiGiovanni, Anthony	"	"	10	30,3,4,6,7,7,8,9,10,13
Fauss, Dennis	"	"	2	6,7
Pell, John	"	"	2	30,1
Ryan, Timothy	"	"	2	7,8
Treanor, Frank	"	"	1	13
Spinetta, Dominic	"	"	8	30,1,4,5,8,9,11,12
Cevolani, King	H20	H30	2	4,5
Fennell, Gerald	"	"	2	4,5
Fulmer, Daniel	"	"	2	6,7
Gonzalves, Kevin	"	"	4	3,4,6,7
Long, William	"	"	4	4,5,7,8
McLaughlin, Patrick	"	"	2	4,5
Dobbins, Dan	"	"	2	7,8
Allen, Richard	H2	H20	9	2,3,4,5,6,9,11,12,13
Fuhrman, Paul	H10	"	10	2,3,4,5,6,9,10,11,12,13
Walsh, Frederick	H2	"	2	5,6
Cassidy, Stephen	"	"	2	5,6
McCrystle, Eileen	H2	H10	7	30,1,3,4,10,11,13
Molinari, Raymond	"	"	3	30,2,3
Sullivan, David	"	"	2	6,7
Fauss, Michael	"	"	2	11,12
Murphy, Michael	"	"	2	30,1
Carr, Elmer	H2	H6	8	30,1,3,4,6,7,11,12
Gregg, Robert	"	"	10	2,3,4,5,6,9,10,11,12,13
Rapp, Charles	H6	H22	8	3,4,5,6,9,11,12,13
Elbeck, Roger	"	"	8	2,3,5,6,10,11,12,13
Bykoff, Michael	H2	H4	7	3,4,5,6,11,12,13
Flaherty, Stephen	H10	"	8	2,3,4,5,10,11,12,13
<u>DISABILITY PAY</u>				
Gardner, Ronald	H2	H4	8	2,3,4,5,10,11,12,13
Lavelle, Michael	H10	"	8	2,3,4,5,10,11,12,13

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

Reported having made 22 temporary appointments during Payroll Period October 1 through October 27, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF: WORK DAYS</u>	<u>DATES</u>
Barden, Daniel	H40	H50	7	17, 18, 20, 21, 24, 25, 27
Condon, Richard	"	"	7	16, 17, 19, 20, 22, 23, 27
DiGiovanni, Anthony	H30	H40	11	14, 14, 15, 16, 17, 18, 19, 23
Treanor, Frank	"	"	1	14
Spinetta, Dominic	"	"	8	14, 15, 18, 19, 21, 22, 24, 25
Gonzalves, Kevin	H20	H30	2	21, 22
Jones, Francis	"	"	2	21, 22
Long, William	"	"	2	14, 15
Loughran, Francis	"	"	2	21, 22
Fuhrman, Paul	H2	H20	10	16, 17, 18, 19, 20, 23, 24, 25
Hickey, Patrick	H2	H10	2	16, 17
McCrystle, Eileen	"	"	7	14, 17, 18, 20, 21, 23, 24
Caulfield, Garet	"	"	2	14, 15
Sudano, John	"	"	2	22, 23
Carr, Elmer	H2	H6	10	14, 15, 17, 18, 19, 20, 22, 23
Gregg, Robert	"	"	10	16, 17, 18, 19, 20, 23, 24, 25
Patterson, Michael	H22	H32	9	16, 17, 18, 19, 20, 23, 24, 25
Gardner, Ronald	H2	H4	1	27
Flaherty, Stephen	H10	"	9	16, 17, 18, 19, 20, 23, 24, 25
Bykoff, Michael	H2	"	9	16, 17, 18, 19, 20, 23, 24, 25
Rapp, Charles	H6	H22	9	16, 17, 18, 19, 20, 23, 24, 25
Elbeck, Roger	"	"	10	16, 17, 18, 19, 20, 23, 24, 25
<u>DISABILITY PAY</u>				
Gardner, Ronald	H2	H4	7	16, 18, 19, 20, 23, 24, 25
Lavelle, Michael	H10	"	8	16, 18, 19, 20, 23, 24, 25, 26

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted six letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

November 6, 198

Commissioner Frank A. Quinn
San Francisco Fire Commission
26D Golden Gate Avenue
San Francisco, CA 94102

Dear Commissioner Quinn:

I know that you are very busy cleaning up the town of San Francisco from the recent earthquake in your town.

I am a firefighter for the Medford Township Fire Department located near Dayton, Ohio. I wanted to donate some dollar amount to help you people in San Francisco, California. So why not donate to a fellow friend (firefighter). You will probably know of somebody who needs some type of assistance, maybe yourself. A lot of people lost a lot that day. I am enclosing a check for \$20.00. Put this money to good use. This money was won at work in a baseball pool. Maybe if things go well at work I will be sending you some more checks.

I was watching and taping the T.V. program "911" the night the quake hit. You probably missed that one. It showed the San Francisco Fire Department in action. I have the tape if you are interested in having a copy of the program. Could I have a San Francisco Fire Department patch for the price of the video tape? I received your name from the television. You really do not know how much your town and people are thought of.

Sincerely,

/s/ MICHAEL J. LENTZ
5178 Denlinger Road
Dayton, Ohio 45426

* * * * *

October 20, 198

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

We really appreciate the SFFD support in helping make the D.M.I. Neighbors in Action Family Day Pinic a great success. The prizes were terrific as were the Fire Department volunteers. Thanks so much!

/s/ JDDI REID
P. D. Box 5160
San Francisco, CA 94101

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

 Showplace Square
 2 Henry Adams Street
 San Francisco, California 94103

October 30, 1989

Hon. Art Agnos
Mayor of San Francisco
Room 200, City Hall
San Francisco, CA 94102

Dear Mayor Agnos:

I want to congratulate you and the Departments of Building Inspection, Fire and Police for doing an outstanding job after the earthquake. The prompt response of emergency teams undoubtedly saved many lives.

We suffered some minor structural damage at the Showplace Design Center and thanks to the assistance of Chief Inspector Kornfield and Inspector John Lee of the Bureau of Building Inspection, we were able to isolate the affected area and begin making emergency repairs immediately. Lieutenant Walter Baine and Inspector Edward de Cossio of the Fire Department provided advice and assistance in drawing up evacuation procedures we will implement during the time our repairs and reconstruction are in progress.

During the two weeks following the earthquake I have been very impressed by the performance of all our City Departments. You should be proud of your staff and all San Franciscans for their admirable response to this situation.

Sincerely,

/s/ BARRY CAMPBELL
Vice President, Operations

* * * * *

University of California San Francisco
L-134 Box 0208
San Francisco, California 94143-0208

October 10, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

Just a letter to acknowledge the wonderful assistance we received from several of your firefighters who were especially helpful with this year's Save-a-Life Saturday event. As always, the San Francisco Fire Department really came through! Please thank for us : John Voelker, Douglas Roberts, Paul Fuhrmann, and Jack Voelker (retired).

Thanks again!

Sincerely,

/s/ OENISE VOELKER
Project Coordinator
Save-a-Life Saturday

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Russian Hill Neighbors
2040 Polk Street, Suite 221
San Francisco, California 94109

November 6, 1989

Battalion Chief Thomas Maguire
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Tom:

Before any more time passes, I want to express, in writing, the thanks already spoken to you and Marshall Grainger for your participation in the General Meeting of the Russian Hill Neighbors on October 26, 1989.

You could tell from the questions of the audience and its responsiveness, that your presentation was extremely well received. Your information on the recent earthquake was not only timely, it was highly informative and well-presented. Also, it has been a long time since we have felt such a good rapport with our guest speakers, which reflects real credit to you and the San Francisco Fire Department.

Thus, please accept our sincere appreciation for your time and effort, and your ability to react so well to the short notice we gave in requesting you to meet with us.

Very truly yours,
/s/ CHARLES W. DICK
Safety Chair

* * * * *

L. Jack Block
333 Market Street, Suite 1600
San Francisco, California 94105

October 26, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Fred:

Just a brief note of thanks and notification that Lieutenant Richard Allen attended our recent dinner meeting of the Grand Jurors Association at the Presidio and gave a very fine talk about the Medical Center. Lieutenant Allen promised to get to me that necessary material needed to open the Center on Pacific Avenue, and we will see what we can do to help. He is a credit to the Department.

Yours sincerely,
/s/ L. JACK BLOCK, Pres.
S.F. Grand Jurors Assn.

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for October, 1989.

a. There are 199 unfilled positions in the uniformed forces:

169 are vacant and 30 represent retirees receiving their accumulated sick pay.

b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>September</u>	<u>October</u>
Vacation : Annual	17.77	25.72
IOV	8.40	7.03
F/H	3.00	3.69
Compensatory Time	3.33	2.97
Sick Leave	16.20	15.76
Disability	20.10	18.38
Military Leave	.30	.07
Other (LO/CTR)	3.37	3.38
Total	72.47	77.00

c. The following W.O.O.'s were awarded during the month of October:

- 9 - H50 Assistant Chiefs, for 24 hours
- 51 - H40 Battalion Chiefs, for 24 hours
- 98 - H30 Captains , for 24 hours
- 170 - H20 Lieutenants , for 24 hours
- 67 - H10 Chief's Aides , for 24 hours
- 1177 - H2 Firefighters , for 24 hours

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

- 118 - Triple Combination Pumps
- 7 - Aerial Ladder Trucks
- 5 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

- 5 - Triple Combination Pumps
- 2 - Aerial Ladder Trucks
- 3 - Miscellaneous Vehicles

iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:

- 3 - Triple Combination Pumps
- 2 - Aerial Ladder Trucks
- 0 - Miscellaneous Vehicle

iv) The following apparatus were available for relief purposes:

- 7 - Triple Combination Pumps
- 0 - Aerial Ladder Truck
- 3 - Aerials as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ FREDERICK P. POSTEL
Chief of Department

Commissioner Quinn moved and Commissioner Bretz seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

C) Probationary Appointment

Reported the following PROBATIONARY appointment:

EFFECTIVE DATE - NOVEMBER 9, 1989

H6 Investigator

Elmer R. Carr
(vice: Roger Elbeck,
apptd. L/T H22 Lieut.)

Commissioner Quinn moved and Commissioner Bretz seconded. There were no questions or discussion and the report of probationary appointment was adopted on recommendation of Chief of Department.

Acting Chief Farrell invited Investigator Elmer Carr to step forward. Acting Chief Farrell briefly summarized the assignments held by Investigator Carr during his service with the Department, noting that he has served with the Arson Squad on a temporary basis for the last two years; so, in effect, he is an experienced investigator. Acting Chief Farrell administered the oath of office and pinned on the badge of office. Investigator Carr was congratulated by members of the Commission. He introduced his wife, daughter and son.

D) Certificate of Merit

Presented Certificate of Merit to Senior Clerk Typist Barbara Rooney, Bureau of Fire Prevention, for outstanding honesty, fortitude and quick thinking on September 7, 1989, while a passenger on BART when she found and returned a substantial amount of cash and negotiables.

Before presenting the certificate, Acting Chief Farrell proudly commented to the Commission that on the night of the earthquake when Fire Department employees were requested to return to duty Mrs. Rooney, although not required to do so, reported to Station 15 where she spent several hours providing clerical assistance and freeing the firefighters for emergency response activities. This indicates the type of character and dedication that Mrs. Rooney possesses.

4. REGULAR CALENDAR - NEW BUSINESS

E) Unit Citations

Presentation of Unit Citations to the following firefighting companies for heroic actions performed from March 1988 through April 1989:

<u>Date</u>	<u>Recipient</u>
Station 17	Captain John J. Lee
Truck 7	Asst. Chief William G. Richardson*
Truck 2	Captain James R. Edwards
Truck 11	Lieutenant Joseph P. Collins
Fireboat 1	Captain Daniel J. Murphy
Station 17	Captain John J. Lee
Station 14	Lieutenant Armando A. Mayorga
Truck 6	Lieutenant James J. O'Connor
Truck 5	Lieutenant John R. Oonham
Truck 6	Lieutenant James J. O'Connor
Rescue 2	Captain John L. Rebholtz
Station 5	Lieutenant John R. Oonham

*Assistant Chief Richardson accepted on behalf of Lieutenant Alson Lee who was on a recruitment assignment in the Asian community.

Before calling up the company officers, Acting Chief Farrell commented that this past Monday he was in Seattle giving a presentation to the National Fire Protection Association on San Francisco's recent earthquake. After his presentation, he received congratulations from members of many fire departments throughout the country for the outstanding work performed by the San Francisco Fire Department. There was considerable talk about the dedication and commitment of the individual firefighter. One attribute which describes the operation of the Fire Department which he did not mention to his colleagues on Monday was the characteristic of teamwork. The very fibre of the Department is based on teamwork. The awards that will be given tonight represent teamwork performed by firefighting units on 12 separate occasions during the past year. The Fire Department is built upon the concept of teamwork.

Acting Chief Farrell called the company officers forward, read the unit citations, and presented the plaques.

President Jefferson congratulated the officers and firefighters for their outstanding work.

F) Leave of Absence

Submitted request for leave of absence with pay for Deputy Chief of Operations Michael T. Farrell, for two days, November 13 through November 14, 1989, in order to attend the National Fire Protection Association Conference and make a brief presentation on the recent earthquake. No cost to the City is involved.

(Note: Fire Commission pre-approval requested and granted.)

Commissioner Bretz moved and Commissioner Quinn seconded. There were no questions or discussion and the request for leave of absence was adopted on recommendation of Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

G) Leave of Absence

Submitted request for leave of absence with pay for two days, November 16 through November 17, 1989, in order to send Stationary Engineer Norval McGregor to Vancouver, B.C., to monitor the inspection of Vancouver Fireboat No. 2, the fireboat being purchased by the City. Estimated cost of the trip is \$75D, and is included in the 1989-9D budget.

Commissioner Quinn moved and Commissioner Bretz seconded. There were no questions or discussion and the request for leave of absence was adopted on recommendation of Chief of Department.

H) Los Angeles Fire Department - Disaster Preparation

Report from Commissioner Frank Quinn concerning the Los Angeles Fire Department Disaster Preparation Division.

President Jefferson took this opportunity to note that Commissioner Quinn was visiting Los Angeles Fire Department when the earthquake struck. Driving throughout the night, Commissioner Quinn and several officers from the Los Angeles Fire Department headed for San Francisco, bringing with them some resources that assisted San Francisco immediately after the earthquake. President Jefferson wanted to publicly thank Commissioner Quinn for his actions and assistance.

Commissioner Quinn commented that he was in Los Angeles' Disaster Response Room when word of the earthquake reached him. He thanked the Los Angeles Fire Department for their cooperation and hospitality. He was very impressed with their operations. He spent four days visiting the Los Angeles Fire Department. Tonight's comments will focus on two programs and he will make some recommendations, as well. The first deals with a disaster preparedness division. For example, in Los Angeles their division deals with the public in case of various types of disaster, and it performs three functions: educates the public concerning disaster preparedness; researches how other jurisdictions handle disasters to determine if their program should be changed; and develops response teams. The latter involves working with people in neighborhoods, businesses, and highrises to develop teams of people, provide them with basic disaster training (first aid, search and rescue), including how to help their neighborhood during and after a disaster. (He would like to see San Francisco adopt a similar program). His comments were not related to the on-going technical earthquake preparation performed in San Francisco, such as, water systems and related equipment. His plan envisions working with the community and neighborhoods.

Commissioner Quinn moved, seconded by Commissioner Bretz, that the Chief of Department be directed to develop a proposal for an earthquake preparedness program directed toward the community, along the lines he suggested, and present that to the Commission within two months. The motion passed 3-D. Commissioner Quinn indicates that he would be glad to work with the Chief on this program.

4. REGULAR CALENDAR - NEW BUSINESS

H) Los Angeles Fire Department - Disaster Preparation (Continued)

Commissioner Quinn noted that immediately after tonight's meeting there would be a showing of the 18-minute tape of the First Interstate Bank highrise fire that occurred in Los Angeles a few years ago.

Commissioner Quinn's second recommendation, which will require some study, dealt with a function that came to the Commission's attention early on. There is a lack of administrative continuity among the senior administrative uniformed staff at Headquarters. This lack of continuity makes it difficult for the fire department to function in the bureaucratic environment which requires a continuing relationship between the fire department and the administrative agencies in City government. This process requires a long training program that is difficult to maintain because staff personnel keep shifting. For example, in Los Angeles and among many other fire departments they have a bureau of administrative services, staffed and managed by non-uniformed personnel. He recommended that this Department explore the feasibility of reorganizing with a bureau of administrative services. He views it as being managed by a civil servant performing a variety of functions that now may be scattered among several divisions within the Fire Department.

Commissioner Quinn moved, seconded by Commissioner Bretz, that Chief Postel be directed to begin a study to determine feasibility of creating a bureau of administrative services, and make a proposal or recommendation as to its suitability for San Francisco within two months. The motion passed 3-0.

Commissioner Quinn noted that he did not see his motion as another reduction in uniformed personnel, but as a reorganization.

Commissioner Quinn concluded by reporting that he received several reports and materials from the Los Angeles Fire Department which he has made available to the Chief.

President Jefferson noted that Commissioner Quinn has taken it upon himself to make these visits to various fire departments at his own expense. President Jefferson thanked Commissioner Quinn for his service. Commissioner Quinn responded that he enjoys his visits very much and is impressed by the fact that these fire departments hold the San Francisco Fire Department in very high esteem.

I) Fireboat

Report from Commissioner Sharon Bretz concerning the acquisition of a second fireboat.

President Jefferson took this opportunity to publicly commend Commissioner Bretz, noting that if there were an award for heroic efforts for raising funds it would go to her. He is amazed at how she single handedly has been able to obtain a \$300,000 gift for the purchase of a fireboat, have the necessary legislation enacted, the sales agreement drawn up, the fireboat inspected, and arrangements made to have it towed to San Francisco, all within less than 30 days. On behalf of the Fire Department and the entire City, President Jefferson thanked Commissioner Bretz for her outstanding efforts.

4. REGULAR CALENDAR - NEW BUSINESS

1) Fireboat (Continued)

Commissioner Bretz thanked President Jefferson and commented that it would not have been possible without the support of her fellow Commissioners. The availability of the Vancouver Fireboat No. 2 was brought to her attention when she visited the Fireboat "Phoenix" the day after the earthquake. From that moment she began to direct her energies toward acquiring that fireboat. She thanked Chris Cutter from KCBS for his radio's support. They made a public service announcement which led to an anonymous donor who provided the \$300,000 to buy the fireboat. The donor responded on the Saturday following the earthquake the escrow deposit check has been mailed. Commissioner Bretz displayed a picture of the fireboat commenting that it pumps 25,000 gallons ("Phoenix" pumps 9,600), and is in good condition (Norval McGregor leaves tonight for Vancouver, B.C., to inspect it). Last week, another donor contributed \$50,000 which will be used for outfitting and towing. The donor is Shinryo-En, a Buddhist group in the Marina that is very grateful to the Fire Department for their efforts.

Commissioner Bretz summarized some of the legislative steps she took to secure the donations. First, any gift greater than \$5,000 must be approved by the Board of Supervisors. At 4:30 p.m. on a Monday, a Resolution to accept this gift was enacted by the Board of Supervisors and signed by the Mayor. The Controller's Office immediately set up the account. Next, she had to go to the Purchaser's Office, where many detailed requirements must be met. The City Attorney had to prepare an agreement for sale. She expects the fireboat to arrive by the first of December, and a welcoming party is being planned. The donor retains the right to name the fireboat. However, Commissioner Bretz noted that the donor is interested in any suggested names, and she will pass those suggestions to the donor.

President Jefferson commented that the Commission was so encouraged by the response that Commissioner Bretz received that the Commission has attempted to obtain other gifts and is planning a major fund raising drive, hopefully with the cooperation of Local 798 and others, to purchase equipment and meet other critical needs. The Chief has prepared a list of needs. The Commission will be very careful to insure that whatever money is raised is donated with conditions that the Department's budget will not be reduced by a like amount. The Commission wants to realize a net gain in acquiring equipment and other essentials, and not a break-even situation. All members of the Commission are involved in this effort. One meeting with possible donors has been held already. The goal is to raise \$5 million.

Acting Chief Farrell noted that he got a chance to see the fireboat yesterday, when he traveled to Vancouver from Seattle. It appeared to be in good condition in spite of being out of service for two years. It has large monitors, with five inch tips. The Vancouver Fire Department was very sorry to see the fireboat deactivated.

Commissioner Bretz indicated that there has been some talk about developing a Sister-City relationship, and the Vancouver Fire Department is interested in exchanging information on the high-pressure system.

4. REGULAR CALENDAR - NEW BUSINESS

J) Apparatus Acquisition Program

Report from Assistant Chief James Lynch concerning status of lease-purchase for apparatus - fiscal years 1988-89 and 1989-90.

Before beginning his presentation, Assistant Chief James Lynch supported President Jefferson's and the Commission's praise for Commissioner Bretz concerning the fireboat acquisition. He was involved in many telephone calls with other City agencies trying to answer questions, obtain information and process documents and frequently, learned that Commissioner Bretz had anticipated problems and resolved things by herself.

The lease-purchase program is a history in frustration. Prior to his arrival in Support Services, his predecessor, Assistant Chief Howard Slater, had put a lot of time and energy into this program - meeting with City representatives. The Department believed it had specific goals and the process to reach the goals. Meetings were held with representatives of the following offices: - Mayor's, City Attorney's, Purchaser's, Chief Administrative Officer's. The Department believed everything had been resolved. The Department went to public bid in a somewhat timely fashion, but as of today the purchase orders still have yet to be released for the aerials or pumers. It was the Department's understanding that funds for the 10 percent down payment would be sufficient to permit a bid on the financing package while the manufacturer was making the apparatus. The City is not required to make payments until the apparatus arrives and passes all tests. The Purchaser insists that the financing must be in place before the City can encumber such a liability. This may require going out to bid again on the financing package which would delay manufacture and receipt of the apparatus. The Department will lose its place in the assembly line if the purchase orders are not released by December 11, 1989, which could result in a four-to-ten month delay. A meeting with the principal City agencies will be scheduled immediately to solve this financial problem prior to December 11, 1989. Commissioner Quinn asked to be part of that meeting.

President Jefferson asked Assistant Chief Lynch to clarify the "financing package." Assistant Chief Lynch responded that the Fire Department did not have sufficient funds in its budget to purchase apparatus outright; but 10 percent for the down payment for the lease-purchase of apparatus was appropriated. The Chief Administrative Officer assisted the Fire Department, and once the bid was received from the vendors reflecting the total acquisition cost, the Chief Administrative Officer solicited insurance on the apparatus, in community. Many of the bidders have requested insurance on the apparatus, in some cases up to 100 percent. However, the City is self-insured. The 100 percent insurance requirement would raise the cost of the financing from 8 to 9.3 percent, and the City feels that this is too high.

President Jefferson inquired if this was a new procedure or something that is done routinely. Assistant Chief Lynch responded that it is not a routine procedure. The most recent case is the City Attorney's lease-purchase of office equipment and furnishings.

Commissioner Quinn noted that he talked today to Mr. Marvin Geistlinger, the City's Purchaser, and pretty much got the same story. He believes that it can be done by December 11, 1989. The aerials will be manufactured by LTI and the pumers by 3-D. Commissioner Quinn thought that part of the delay was due to decision to await the results of Proposition "C" - a ballot item that was rejected at the election of November 7, 1989. This would have allowed the Board of Supervisors to approve lease financing of equipment from a

4. REGULAR CALENDAR - NEW BUSINESS

J) Apparatus Acquisition Program (Continued)

City-sponsored non-profit corporation created for that purpose. Assistant Chief Lynch noted that in the June meeting with all the principal City agencies it was established that the bid preparation and submission was not going to wait for the election results because the non-profit corporation would not be in place for six months after the election.

President Jefferson asked Assistant Chief Lynch if there was anything the Commission could do to help the process. President Jefferson asked George Riley to contact his colleague in the City Attorney's Office and express the Commission's concern.

Assistant Chief Slater commented that when the Fire Department first explored this idea of a municipal lease-purchase it was discovered the the lease-purchase was specifically set up so that one did not need to encumber future funds. If payments are not made the apparatus can be reclaimed.

Assistant Chief Slater said that insurance was not an issue when he began the lease-purchase process. He thought that the Purchaser first raised the issue of insurance.

James Ferguson, President, Local 798, inquired if the Commission wanted to hear his comments as each item is being discussed or if they wanted him to discuss all issues under the Public Comment calendar item. George Riley, Special Assistant, City Attorney's Office, advised the Commission that the public has a right to comment on each item as it is being discussed, and before the Commission takes any action.

Mr. Ferguson asked Assistant Chief Lynch, through the Chair, if the City makes the December 11 deadline when will the apparatus be on the streets. Previously, representations were made to the Finance Committee, Board of Supervisors, that apparatus would be here in February 1990. Assistant Chief Lynch replied that such representations were made for the aerials, only; that they would arrive in February (2), March (2), and May (1). It appears now that the aerials would begin to arrive in April or May. This has nothing to do with the process that is bogged down here, but has to do with their manufacturing schedule. The City has sent a letter of intent in an effort to maintain the previous production schedule. The president of LTI indicated that he would give the City until December 11, 1989, to receive the purchase orders. If they were received the previous production schedule would be maintained.

K) Status of EEO Complaints

Report from Assistant Deputy Chief Frank Scales on status of EEO Complaints.

Assistant Deputy Chief Frank Scales reported that there were no EEO complaints for the month of October, nor was any mediation required.

4. REGULAR CALENDAR - NEW BUSINESS

L) Public Comment

James Ferguson, President, Local 798, commented that at the last Fire Commission meeting he requested that Local 798 be given two spots on the Fire Department's committee that will be formed to review the results of the recent earthquake - those things that worked and those that did not. To date, Local 798 has received no answer from the Chief's Office.

Deputy Chief Boscacci replied that Local 798 will be asked to serve on the Earthquake Task Force Recovery Team and the official notification should be mailed shortly. He reported that the composition of the Department's task force has not yet been determined. Mr. Ferguson inquired if any meeting of the task force has been held yet as it was reported to the firehouse where he worked that a meeting already took place. Deputy Chief Boscacci replied that to date the meetings have focused on the formation of a group to insure full recovery of costs from the Federal Emergency Management Agency. The issue of future enhancement, the type of preparedness program - these items have not been addressed yet. Commissioner Quinn indicated that he would like to participate with this task force.

President Jefferson asked about the purpose of this team. He noted that Chief Postel had assigned Assistant Chief Slater with the major task of providing the extensive historical report concerning the October 17, 1989, earthquake. Assistant Chief Slater indicated that it was his intention to present a summary document of approximately 35 pages in length to the Commission by December 1. The purpose of this report is to ensure that major problems and major events can be placed in a document, and needs identified in time to be incorporated into next year's budget cycle. Subsequently, he will be working on the voluminous background materials that have been gathered. This will result in a rather extensive report and should be ready by Spring of 1990.

Mr. Ferguson noted that Local 798 has prepared and distributed to every member a questionnaire concerning the earthquake. The results of this anonymous survey will be tabulated by an outside organization. He volunteered to make the results of this survey available to the Administration by the first week of December.

Concerning the two resolutions submitted by Commissioner Quinn (Calendar Item 4.H - Los Angeles Fire Department - Disaster Preparation), Mr. Ferguson requested that before these items are calendared for Fire Commission discussion and/or adoption that Local 798 be given copies in advance of that meeting so that they will have sufficient time to review the reports and make appropriate comments during the Fire Commission meeting. President Jefferson thought that this was a reasonable request.

Susan Stacks asked a question of Assistant Chief Lynch through the Chair. She noted that Assistant Chief Lynch's comments dealt with aerial ladder trucks and wondered about the status of the pumpers. The award for pumpers was just released to 3-D. The award is for three pumpers with the understanding that the City can add an additional five pumpers once the financing has been secured. Assistant Chief Lynch indicated that he has no idea at this point as to when the first pumpers are apt to arrive. He noted that the contract usually specifies a delivery time within 365 days.

4. REGULAR CALENDAR - NEW BUSINESS

L) Public Comment

Okanta Leonard inquired if the City was restricted in dealing with only local financial institutions. According to Assistant Chief Slater there are no restrictions, any financial institution can bid. The financial institution would be the actual purchaser of the apparatus.

Marvis Phillips showed the Commission his Certificate of Appreciation that he and 61 other citizens received from Mayor Agnos. Most of the recipients were the same people who directed traffic during the earthquake. They are part of a new organization through the Department of Public Works. They sweep sidewalks and do other things. Many people in the Tenderloin have thanked him for his work during the earthquake. He applauded the Fire Department's professional and courteous treatment of the Tenderloin residents.

James Ahern, Secretary, Local 798. On October 3, 1989, just prior to the Fire Commission's Special Meeting when they delivered their first Annual Report, Local 798 was given a copy of the 15-page report. This report detailed the Department's progress in achieving the Mayor's 12 goals. Tomorrow, Local 798 will submit a formal written reply for review by the Fire Commission and Chief of Department. He inquired as to how the Fire Commission would like to respond to Local 798's reply. President Jefferson suggested that Local 798 give the Fire Commission and Chief of Department a chance to look at it and then the Commission will determine the appropriate way to respond.

Commissioner Bretz announced that Mr. Michael Newman is in Children's Hospital and needs some "A" positive blood.

On Monday, December 11, 1989, at 6:00 p.m., there will be a fund raising and thank you party for the Fire Department, sponsored by the Fire Commission and Local 798. The party will be held at "That's Ritch" on Ritch Alley. The contribution will be \$40.00.

Commissioner Quinn indicated that the reason he is showing the First Interstate Bank's fire tape after this meeting is because it not only is an exciting film on fire suppression but it has a real lesson at the end - the importance of disaster preparation.

5. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

Closed session was not held.

There being no further business to come before the Commission, the meeting was adjourned at 1935 hours.

Raymond G. Connors
Secretary

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FIRE COMMISSION

Regular Meeting - Tuesday - November 28, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President James D. Jefferson
Commissioner Henry E. Berman
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn

Vice President John W. Keke was excused for business.

Frederick F. Postel
Michael T. Farrell
John F. Boscacci
Frank Scales, Jr.

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Staff:

Joseph A. Medina
James R. Lynch
Gary L. Musante

- Fire Prevention
- Support Services
- Training

Chief Officers - Firefighting Service:

Edward E. Murphy
Frank T. Blackburn

- Division 2
- Division 3

President Jefferson announced that at the request of Vice President John Keke, the following statement will be made part of tonight's meeting:

"With great respect and fondness for the San Francisco Fire Department, its officers and my fellow Commissioners, I bid farewell to the Fire Commission. It is ironic but perhaps appropriate that I find myself out of town on business at this last meeting. That has been too often the case since April 1988, when Mayor Agnos appointed the current Fire Commission.

"All of you have done a spectacular job moving the Fire Department forward during the past one and one-half years - the men and women of the San Francisco Fire Department by continuing to perform at the highest possible level as firefighters while at the same time making the social and attitudinal adjustments necessary to make the Fire Department a place where women and men of every ethnic background can work together in harmony for the safety of all San Franciscans; Chief Fred Postel, his outstanding Deputy Mike Farrell and the other officers by providing the leadership necessary for that important change to take place without diminishing firefighting performance; and my fellow Commissioners by dedicating themselves to the goal of keeping the Department great and making it fair. The October 17 earthquake proved to me that the San Francisco Fire Department has never been better, and that the men and women who are the Department have never been more skilled, more brave, or more dedicated.

"I would like to say a special word of thanks to my fellow Commissioners, whom I have found to be a remarkable group. Henry Berman, the voice of reason and experience, steadies us with his good judgment based on vast knowledge about the Fire Department. Sharon Bretz and Frank Quinn bring terrific energy, dedication and imagination to problems ranging from equipment, fund raising, and personnel issues, all of which are well along the road to a solution. President Jim Jefferson has given us a unique combination of strong leadership, great sensitivity, impeccable fairness and sensible idealism which never permitted any of us to doubt that the broad goals the Mayor set for us in April 1988 would be accomplished. I am honored to have served on this Commission, and grateful to my fellow Commissioners for so often pulling their share of the load and mine too.

"I am excited by the challenge to serve another fine City Department as a Police Commissioner. But I will miss you all.

"No one needs to tell you to keep up the good work. I know you will. God bless you all."

2. Adoption of the minutes of the Regular Meeting of November 15, 1989.

Commissioner Bretz moved and Commissioner Quinn seconded. There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "D") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

3. CONSENT CALENDAR

A) Monthly Reports - Div. of FP&I

Submitting monthly reports from Division of Fire Prevention and Investigation concerning activities performed during September and October, 1989.

B) Limited Tenure Appointments

Reporting the following LIMITED TENURE appointments:

EFFECTIVE DATE - NOVEMBER 14, 1989

H40 Battalion Chief

Anthony V. DiGiovanni
(vice: Robert Bruno,
retired)

Dominic M. Spinetta
(vice: Richard Condon,
apptd. H50 Asst. Chief)

Audry Lee
(vice: Daniel Barden,
apptd. H50 Asst. Chief)

Thomas J. Santoro
(vice: Edwin Ahrens,
retired)

John D. Pell
(vice: William G. Richardson,
apptd. H50 Asst. Chief)

C) City Attorney

Submitting communication from Ray King, Chief, Bureau of Claims, City Attorney's Office, concerning settlement of the following claim:

LALITABEN DESAI, in the amount of \$1,411.30.
Claim arises out of property damage (vehicle) occurring on July 30, 1989, at 201 Leavenworth Street, S.F., CA.

3. CONSENT CALENDAR

D) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, October 28 through November 10, 1989.

(These items will be incorporated as part of the minutes of today's meeting.)

Commissioner Bretz moved and Commissioner Berman seconded. "D" There were no questions or discussion and Items "A" through "D" on the Consent Calendar were adopted or ordered filed as appropriate.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Formal Hearing

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on October 17, 1989, against Lieutenant Henry L. Manning, charging him with violations of the Rules and Regulations as follows:

Section 3912 - Intoxicants/Drugs

Section 3956 - Acts Detrimental to
Welfare of Department

President Jefferson commented that he had received a request that this item be continued for two weeks. President Jefferson asked Chief Postel as to Lieutenant Manning's status. Chief Postel responded that Lieutenant Manning is on suspension pending hearing before the Fire Commission.

There were no further questions or discussion and the matter was continued to December 12, 1989.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance or emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

United States Department of Commerce
National Institute of Standards and Technology
Gaithersburg, Maryland 20899

November 1, 1989

Chief James F. McMullen
Office of State Fire Marshal, California
7171 Bowling Drive, Suite 600
Sacramento, CA 95823

Dear Jim:

This is to formally thank you on behalf of the U.S. and Japanese Delegations of the U.S./Japan Natural Resources Panel on Fire Research and Safety for the outstanding arrangements and support provided by you and your offices in helping us to better understand and appreciate the fire safety implications of the disastrous earthquake that rocked the San Francisco area on October 17, 1989. I know this was a very busy time for you and your people, yet, you made it possible for those of us in fire research to observe firsthand the consequences of this event. We trust by this to be able to better serve you in the future.

I want to also commend to you the outstanding performance of Lieutenant Bernie Lee of the Investigative Services Bureau of the San Francisco Fire Department who led us on the tour of the Marina district. Lieutenant Lee had been on the scene of the fire in the Marina district only hours earlier and thus was able to give us an excellent account of what took place. I trust you will convey our sincere appreciation to his Chief Officer.

By all accounts, your presentation to our group was very successful. Judging both by the questions raised and the comments I have received subsequently, your perspective was very helpful. In the next few days, we will be putting together our report for you on observations resulting from these exchanges as you have requested.

Once again you have demonstrated what an outstanding example you and California provide for the Nation in fire safety leadership. Again, thank you and best wishes.

Sincerely,

/s/ JACK E. SNELL, U.S. Chairman
UJNR Panel on Fire Research and Safety

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

San Francisco Building & Construction Trades Council
2660 Newhall Street, Room 116
San Francisco, California 94124-2527

November 9, 1989

Brother Jim Ferguson, President
Firefighters Local 798
1139 Mission Street
San Francisco, CA 94103

Dear Jim:

I wanted to express the San Francisco Building and Construction Trades Council's appreciation to the members of the San Francisco Fire Department for an outstanding job they did during this City in time of need.

The actions and quick thinking of your members during the disastrous earthquake were certainly commendable. We, in the City of San Francisco, are extremely fortunate to have a dedicated Fire Department. Your actions were comparable to your counterpart following the 1906 earthquake and fire.

Once again, thank you.

Fraternally,

/s/ STANLEY M. SMITH
Secretary-Treasurer

* * * * *

September 12, 1989

Chief Frederick F. Postal
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postal:

This is a letter of thanks and congratulations for the prompt and fine services your firemen rendered yesterday when my luncheon guest collapsed at the Metropolitan Club.

After seeing them in action I had a great feeling of pride and confidence not only in their able emergency assistance but in the care and service they give us on call all the time.

I do not know the Company number but if you do please pass on our thanks to them.

Sincerely,

/s/ BERNICE BEST
2336 Octavia Street
San Francisco, CA 94109

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

B) Probationary Appointments

Reported the following PROBATIONARY appointments:

EFFECTIVE DATE - NOVEMBER 14, 1989

H50 Assistant Chief

Richard Condon
(vice: John Hirshfeld,
retired)

Daniel Barden
(vice: Ray Landi,
retired)

Commissioner Quinn moved and Commissioner Berman seconded. There were no questions or discussion and the report of probationary appointments was adopted on recommendation of Chief of Department.

Chief Postel invited Assistant Chiefs Richard Condon and Daniel Barden to step forward. Chief Postel briefly summarized the assignments held by each Chief Officer during his service with the Department. Chief Postel administered the oath of office.

Retired Chief Emmet Condon thanked Chief Postel and the Fire Commission for giving him the opportunity and privilege to pin the badge of office on his son, Assistant Chief Richard Condon. He noted that it was the same badge he wore when he was an Assistant Chief.

Chief Postel pinned the badge of office on Assistant Chief Daniel Barden.

Assistant Chief Condon introduced his two sons, mother and father, two brothers, two sisters-in-law, two nieces, and father-in-law.

Assistant Chief Barden introduced his wife, daughter, two sons, father, two sisters, brother and sister-in-law, and father-in-law.

C) Probationary Appointments

Reported the following PROBATIONARY appointments:

EFFECTIVE DATE - NOVEMBER 14, 1989

H30 Captain

Anthony Simi
(vice: Anthony DiGiovanni,
apptd. L/T H40 Batt. Chief)

Paul Davis
(vice: Timothy Miles,
retired)

5. REGULAR CALENDAR - NEW BUSINESS

C) Probationary Appointments (Continued)

Kevin Gonzalves
(vice: Michael Cutone,
retired)

Daniel Fulmer
(vice: Michael Sullivan,
retired)

William Long
(vice: Dominic Spinetta,
apptd. L/T H40 Batt. Chief)

Gerald Fennell
(vice: Audry Lee,
apptd. L/T H4D Batt. Chief)

Frank Grimley
(vice: Thomas Santoro,
apptd. L/T H40 Batt. Chief)

William Shore
(vice: Richard Spediacci,
retired)

Gary Lavaysse
(vice: John Pell,
apptd. L/T H40 Batt. Chief)

Commissioner Quinn moved and Commissioner Bretz seconded.

There were no questions or discussion and the report of probationary appointments was adopted on recommendation of Chief of Department.

Chief Postel invited the Captains in groups of three to step forward.

Chief Postel briefly summarized the assignments held by each Captain during his service with the Department. Chief Postel administered the oath of office and pinned on the badge of office.

Captain Anthony Simi introduced his wife, mother, daughter, nephew, and sister-in-law.

Captain Paul Davis introduced his two daughters, son, sister and friend.

Captain Kevin Gonzalves introduced his wife, son, mother and father, mother-in-law, three friends, including Supervisor Terence Hallinan.

Captain Daniel Fulmer introduced his wife, daughter and son.

Captain William Long introduced his wife, daughter, father, brother-in-law and his friend, brother and sister-in-law, and special friend.

Captain Gerald Fennell thanked the Chief and Commission in making these appointments possible.

Captain Frank Grimley introduced a special friend.

5. REGULAR CALENDAR - NEW BUSINESS

C) Probationary Appointments (Continued)

Captain William Shore introduced his wife and brother.

Captain Gary Lavaysse introduced his wife, two sons, mother and father-in-law.

Recess : 1835-1845

D) Leave of Absence

Submitted request for leave of absence with pay for H110 Marine Engineer Nathan J. Hardy, Fireboat, for eight days, November 27 through December 4, 1989. Mr. Hardy and others will fly to Vancouver, B.C., and pilot the Vancouver Fireboat to San Francisco. Estimated expenses for this trip, including transportation and lodging, food and supplies, is \$20,000 and is available in the Fire Department's 1989-90 budget.

(Note: Fire Commission pre-approval requested and granted.)

Commissioner Bretz moved and Commissioner Berman seconded.

Commissioner Bretz wanted to make sure that the minutes reflect the fact that the San Francisco Bar Pilots Association has generously provided four volunteers - Master Captains, who will fly to Vancouver and assist in bringing the Vancouver Fireboat back to San Francisco. She was very appreciative of their services.

Commissioner Quinn asked Commissioner Bretz about the procedure that will be used to name the new fireboat. Commissioner Bretz responded that the two anonymous donors would like the school children of San Francisco to participate in a contest to name the new fireboat.

There were no further questions or discussion and the request for leave of absence with pay was adopted on recommendation of Chief of Department.

E) Request for Supplemental Appropriation

Submitted request for supplemental appropriation in the amount of \$3,000,000. Funds will be reappropriated from Permanent Salaries and Mandatory Fringe Benefits to supplement the Extended Work Week account.

Commissioner Berman moved and Commissioner Bretz seconded. There were no questions or discussion and the request for supplemental appropriation was adopted on recommendation of Chief of Department.

5. REGULAR CALENDAR - NEW BUSINESS

F) Apparatus Acquisition Program

Report from Assistant Chief James Lynch concerning status of lease-purchase for apparatus - fiscal years 1988-89 and 1989-9D.

The day after the Fire Commission meeting of November 15, 1989, he contacted Deputy City Attorney Julia Teneyck. She convinced the Purchaser's Office that the City was at no greater risk leasing apparatus without financing in place than with financing in place. Consequently, the Purchaser released purchase orders to LTI for the four aerials, and purchase orders to 3-D for three pumpers for 1988-89. The Department advised 3-D that if they can guarantee an accelerated delivery schedule for the three pumpers the Department will add to the order, the five pumpers from this year's budget. The aerals should be delivered as follows: two in May, and two in June.

G) Division Chiefs

Monthly presentation from Assistant Chiefs - Divisions 3, 2 and 1.

Division 3 - Assistant Chief Frank Blackburn* (working for Assistant Chief James Olson)

*He also reported on Division 1 activities as Assistant Chief Howard Slater was excused to attend to other Department activities.

... Earthquake-damaged buildings on the 300 block of Shotwell Street were set on fire (fifth alarm).

... Park Merced - fire on twelfth floor that was being renovated from earthquake damage.

... Christmas Fire/Safety Program - 8ilingual programs (English/Spanish) are being distributed by Companies in Division 3.

... Public Assemblage - 8attalion Chiefs are beginning their annual visits to nursing homes and schools to discuss Christmas safety tips.

... (Division 1) Third Alarm - Ellis Street - some very dramatic rescues. Meritorious citations will be recommended.

(Division 1) Crane Incident - Six people were killed today when a crane collapsed at the intersection of Kearny and California Streets.

(Division 1) Public Assemblage - Battalion Chiefs are beginning their Christmas Season safety inspection program which is quite a task because of the number of public assemblages in Division 1.

5. REGULAR CALENDAR - NEW BUSINESS

G) Division Chiefs (Continued)

Division 2 - Assistant Chief Edward Murphy

... Marina District - Cleanup activities continue in that area. Electricity and gas have been restored.

... Chimney Fire - A pretty sizeable chimney fire occurred at Bush and Laguna Streets. This type of fire is apt to occur with more frequency this winter because the earthquake shook chimneys throughout the City. The Bureau of Fire Prevention has distributed public service announcements warning citizens about the possible hazards associated with using fireplaces this winter. The fireplaces should be checked before use.

Commissioner Quinn asked Assistant Chief Medina what suggestions the Bureau of Fire Prevention has for persons who plan to use their fireplaces this season. Assistant Chief Medina replied that either chimney sweeps or individuals in the construction business should inspect chimneys, but not the inexperienced homeowner. Immediately after the earthquake, this information was provided to the public by various means. Commissioner Quinn suggested that the fireplace safety information be publicized again.

President Jefferson asked Chief Postel if he wished to comment on today's crane accident. Chief Postel replied that he has some information, although some facts remain sketchy. The crane collapsed from a height of seventeen stories at the northwest corner of Kearny and California Streets. On the way down, parts of the crane struck two occupied buildings nearby. Six were killed and thirteen were injured. The first arriving building units saw large amount of what appeared to be smoke but actually was dust. Because of the gravity of the situation, a second alarm was pulled. Subsequently, a third alarm was pulled to provide additional forces for rescue and evacuation. Two buildings were evacuated. The stress unit was dispatched immediately to the scene. The firefighters performed very well. The incident command system was implemented and it worked very well. There was very good cooperation and job performances from the Police Department and the Department of Public Works. Commissioner Quinn commented that the iron workers performed very well in their search and rescue efforts.

H) Retirement Certificate

Reported Award of Honorable Service to the following member:

	<u>Type of Retirement</u>	<u>Years of Service</u>	<u>Date of Retirement</u>
Firefighter Patrick J. Geoghegan	Service	25	Sep. 01, 1989

Chief Postel informed the Commission that Firefighter Patrick Geoghegan was not present to receive his Retirement Certificate. President Jefferson instructed Secretary Connors to mail the certificate to Firefighter Geoghegan.

5. REGULAR CALENDAR - NEW BUSINESS

1) Public Comment

Commissioner Quinn asked Chief Postel when the toy program begins. Chief Postel indicated that they are already underway. The official kickoff plans from within the Department were delayed because of the earthquake. This year, the San Francisco Firefighters Toy Program will combine with the Marines toys-for-tots program, and it will be quite an undertaking. Commissioner Quinn asked what the Department or Commission usually does to help this program. Chief Postel replied that the Fire Department details Firefighter Robert Barbara to the toy program. Most of the program is supported by retired firefighters, their wives and family, as well as active firefighters.

Ms. Susan Stacks noted that immediately after the earthquake the toy program was instrumental in providing toys to 1,000 children in the Santa Cruz and Watsonville area. It will take a lot of money to replace those toys.

President Jefferson asked Commissioner Bretz for her comments on the arrival of the new fireboat. Commissioner Bretz replied that if everything proceeds as scheduled, the big media event will occur on Monday, December 11, 1989, at 1100 hours at the Ferry Building balcony (Port Commission offices). The fireboats from Oakland and San Francisco will go out to greet the new fireboat. There will be a military band, the Mayor will officially greet the fireboat's arrival. That evening there will be a fund raising party (\$40.00) at "That's Ritch" (333 Ritch Street).

6. CLOSED SESSION

The Fire Commission met in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7D89 MHP).

No action was taken.

There being no further business to come before the Commission, the meeting was adjourned at 1918 hours.

Raymond G. Connors
Secretary

50
2
12/89

JOURNAL OF PROCEEDINGS

FIRE COMMISSION

Regular Meeting - Tuesday December 12, 1989 - 1800 Hours
260 Golden Gate Avenue - Room 201

ITEM
NO.

DOCUMENTS DEPT.

1. On Roll Call, the following were noted present:

President James O. Jefferson
Commissioner Sharon L. Bretz
Commissioner Frank A. Quinn
Commissioner Ted N. Soulis

JAN 8 1990

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Commissioner Henry E. Berman was excused for business reasons.

Frederick F. Postel - Chief of Department
Michael T. Farrell - Deputy Chief - Operations
John F. Boscacci - Deputy Chief - Administration
Frank Scales, Jr. - Assistant Deputy Chief - Mgt. Svcs.

Chief Officers - Firefighting Service:

Howard L. Slater - Division 1
Harry F. Brophy - Division 2
Arthur W. Kenney - Division 3

President Jefferson took this opportunity to introduce and welcome Commissioner Ted Soulis and asked if he wanted to make a few comments. Commissioner Soulis commented that he is pleased to become a member of the Fire Commission and looks forward to working with his colleagues on the Commission. The Mayor has put together a great team in the Fire Department and he looks forward to working with the team and serving the City.

2. ELECTION OF OFFICERS - Vice President

At the request of President Jefferson, this matter was continued to the next Fire Commission meeting.

3. Adoption of the minutes of the Regular Meeting of November 28, 1989.

Commissioner Quinn moved and Commissioner Bretz seconded.
There were no questions or discussion and the minutes were adopted as presented.

4. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "J" and "L" through "O") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. President Jefferson received and granted a request to remove Item "K" from the Consent Calendar.

4. CONSENT CALENDAR

A) Military Leaves

Submitting for adoption applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Donnelly, Mark MSGT	H20 LT	12-02-89 thru 12-15-89	14	US Air Force Res. Travis AFB, CA	Attend Active Duty Training
General, James A. MSGT	6281 FSI-II	12-04-89 thru 12-15-89	12	US Air Force Res. Travis AFB, CA	Attend Active Duty Training

B) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Carrozzi, Frank	H40 Battalion Chief	Service	Nov. 13, 1989
Hennessey, William E.	H40 Battalion Chief	Service	Oct. 07, 1989
Baine, Walter F.	H22 Lieutenant, BFP	Service	Nov. 16, 1989

(Note: Retirement Certificates will be presented at Fire Commission meeting of January 9, 1990)

C) Monthly Reports - Training

Submitting monthly reports from Bureau of Training for October and November, 1989.

O) Monthly Report - Office of Emergency Services

Submitting monthly report from Director, Office of Emergency Services, concerning activities performed during November, 1989.

E) Monthly Report - Management Services

Submitting monthly report from Assistant Deputy Chief, Management Services, concerning activities performed during November, 1989.

F) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - NOVEMBER 26, 1989

H50 Assistant Chief

Arthur W. Kenney, Jr.

H30 Captain

Thomas W. Velasquez

G) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - NOVEMBER 22, 1989

6281 Fire Safety Inspector II

Mary J. Boucher

6280 Fire Safety Inspector I

Marta M. McGovern

EFFECTIVE DATE - DECEMBER 5, 1989

7514 General Laborer

Sheryl A. Brennan

H) Limited Tenure Appointments

Reporting the following LIMITED TENURE appointments:

EFFECTIVE DATE - NOVEMBER 17, 1989

H22 Lieutenant, BFI

Joseph W. Daly
(vice: Walter Baine,
retired)

Charles R. Rapp
(vice: Norman Silva,
retired)

4. CONSENT CALENDAR

I) Temporary Civil Service Appointment

Reporting the following TEMPORARY CIVIL SERVICE appointment:

EFFECTIVE DATE - NOVEMBER 20, 1989

1842 Management Assistant

Marietta A. Vicia
(vice: Jay Sayed,
leave of absence)

J) Resignation

Submitting resignation (vesting) of H2
Firefighter Roy T. Zerbe, effective close of
business December 6, 1989.
(Approximate length of service - 24 years.)

K) Reassignment (Removed from Consent Calendar)

Reporting reassignment of Captain Wayne D.
Mitchell from Station 17 to vacation relief,
effective December 12, 1989.

L) Leave of Absence

Submitting request for leave of absence without
pay from H20 Lieutenant LeRoy Caracter, for two
months, December 1, 1989 through February 1,
1990. (Leave requested for personal reasons).

M) Leave of Absence

Submitting request for leave of absence without
pay from H2 Firefighter Terence E. Woo, for 68
days, October 4 through December 10, 1989. This
leave rescinds previous action by Chief of
Department terminating employment, effective
close of business October 3, 1989. (Journal of
Proceedings 89-29 - 3.G). Firefighter Woo will
report to Division of Training on December 11,
1989, for the 77th probationary class.

N) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, November 11 through November 24, 1989.

O) Temporary Appointments

Reporting having made 31 temporary appointments October 28 through November 10, 1989, and 37 temporary appointments November 11 through November 24, 1989.

(These items will be incorporated as part of the minutes of today's meeting.)

Commissioner Quinn moved and Commissioner Bretz seconded. There were no questions or discussion and Items "A" through "J" and "L" through "O" on the Consent Calendar were adopted or ordered filed as appropriate.

4. CONSENT CALENDAR

0) Temporary Appointments (Continued)

Reported having made 31 temporary appointments during Payroll Period October 28 through November 10, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF</u>		<u>DATES</u>
			<u>WORK</u>	<u>DAYS</u>	
Barden, Daniel	H40	H50	8		28,31,1,3,4,6,7,10
Condon, Richard	"	"	9		28,30,31,2,3,6,7,9,10
DiGiovanni, Anthony	H30	H40	8		29,30, 2,3,5,6,8,9
Miles, William	"	"	2		29,30
Spinetta, Dominic	"	"	8		29,30,1,2,4,5,8,9
Gonzalves, Kevin	H20	H30	2		31,1
Patsel, Milford	"	"	2		29,30
Grimley, Frank	"	"	2		28,29
Jonasson, Richard	"	"	2		29,30
Fuhrman, Paul	H10	H20	10		30,31,1,2,3,4,6,7,8,9,10
Stragusa, Thomas	H10	"	2		28,29
Smith, Willard	H2	"	8		1,2,3,6,7,8,9,10
Hickey, Patrick	H2	H10	1		28
McCrystle, Eileen	"	"	9		28,29,31,1,3,4,7,8,10
Molinari, Raymond	"	"	8		30,31,2,3,6,7,9,10
Sullivan, David	"	"	1		28
Schorr, William	"	"	1		28
Batmale, Frank	"	"	2		28,29
Callaghan, Kevin	"	"	2		28,29
Meyer, Fred	"	"	2		28,29
Melanephy, John	"	"	2		8,9
Carr, Elmer	H2	H6	6		29,30,3,4,7,8,10
Gregg, Robert	"	"	10		30,31,1,2,3,6,7,8,9,10
Patterson, Michael	H22	H32	7		30,31,1,2,6,7,8
Rapp, Charles	H6	H22	8		31,1,2,3,6,8,9,10
Elbeck, Roger	"	"	7		30,1,2,3,6,7,8
Gardner, Ronald	H2	H4	7		30,31,1,2,7,8,9
Ryboff, Michael	"	"	8		31,1,2,3,6,8,9,10
Flaherty, Steven	H10	"	8		30,31,1,2,7,8,9,10
<u>DISABILITY PAY</u>					
Lavelle, Michael	H10	H4	8		30,31,1,2,7,8,9,10

0) Temporary Appointments (Continued)

Reported having made 38 temporary appointments during Payroll Period November 11 through November 24, 1989.

<u>NAME</u>	<u>PRESENT RANK</u>	<u>HIGHER RANK</u>	<u>NO. OF WORK DAYS</u>	<u>DATES</u>
Barden, Daniel	H40	H50	4	11,11,12,13
Condon, Richard	"	"	2	12,13
McCarroll, David	"	"	4	14,15,17,18
Shannon, Victor	"	"	2	23,24
Vouchilas, George	"	"	1	24
DiGiovanni, Anthony	H30	H40	2	11,12
Haberlin, David	"	"	2	23,24
Rebholtz, John	"	"	2	23,24
Spinetta, Dominic	"	"	2	11,12
Walsh, Donald	"	"	2	17,18
Carey, William	H20	H30	2	23,24
Fennell, Gerald	"	"	2	11,12
Grimley, Frank	"	"	2	11,12
Jonasson, Richard	"	"	2	23,24
Rockett, Tyrone	"	"	2	23,24
O'Connor, James	"	"	2	23,24
Fuhrman, Paul	H10	H20	10	13,14,15,16,17,20,21,22,23,24
Smith, Willard	H2	"	10	13,14,15,16,17,20,21,22,23,24
Albano, Russell	"	"	2	23,24
Koehane, Jerry	"	"	2	23,24
Barden, John	"	"	2	23,24
Pittson, Patrick	"	"	2	23,24
Smerdel, Anthony	"	"	2	23,24
Sutter, Ralph	"	"	2	23,24
McCrystle, Eileen	H2	H10	9	11,13,14,17,18,20,21,23,24
Molinari, Raymond	"	"	10	12,13,16,17,19,20,20,21,22,23,24
Ahern, James	"	"	2	11,12
Kaczek, Christopher	"	"	4	11,12,21,22
Schorr, William	"	"	1	17
Taylor, Kevin	"	"	2	18,19
Callaghan, Kevin	"	"	5	18,19,21,22,24
Jackson, William	"	"	2	23,24
Gregg, Robert	H2	H6	10	13,14,15,16,17,20,21,22,23,24
Daly, Joseph	H6	H22	6	16
Rapp, Charles	"	"	8	13,14,15
Flaherty, Steven	H10	H2	8	13,15,16,17,20,21,22,24
Gardner, Ronald	H2	H4	8	13,15,16,17,20,21,22,24
Bykoff, Michael	"	"	8	13,14,15,17,20,21,22,23
<u>DISABILITY PAY</u>				
Lavelle, Michael	H10	H4	8	13,15,16,17,20,21,22,24

4. CDNSENT CALENDAR
(Item Removed)

K) Reassignment

Reporting reassignment of Captain Wayne D. Mitchell from Station 17 to vacation relief, effective December 12, 1989.

Mrs. Velma Crouchet, resident of Bayview/Hunters Point, commented that residents in her neighborhood previously had problems with Captain Mitchell while he was assigned to Station 17. Since he has been reassigned, relations with the neighbors and Station 17 have improved. Everything is working well and she requested that he not be returned to Station 17. Chief Postel clarified the issue by commenting that Captain Mitchell is not being reassigned to Station 17. Calendar Item 4.K) - Reassignment, reports his reassignment from Station 17 to vacation relief. President Jefferson ordered the item filed.

Secretary Connors informed the Commission that yesterday he received a call from Mr. Joseph Driscoll, Vice President, Firefighters Local 798, requesting to sever Item 4.K) from the Consent Calendar. Tonight he gave up his seat and waited in the hall because he thought the promotions would be made before the Consent Calendar was considered. In light of this misunderstanding, President Jefferson allowed Mr. Driscoll to make his remarks concerning Item 4.K). (Comments made after the recess). Mr. Driscoll commented that this item came to his attention when he read a letter from Chief Postel informing the Commission that in the Department's best interest and in Captain Mitchell's best interest he was being permanently reassigned from Station 17. He inquired why Captain Mitchell was being reassigned. Chief Postel replied that he had no intention of returning Captain Mitchell to Station 17 and in accord with Rules and Regulations Section 3958 Captain Mitchell was reassigned for the good of the Department. President Jefferson commented that response should end the matter. Mr. Driscoll asked to raise several other factors that the Chief may not have brought to the Commission's attention that directly affect this matter. President Jefferson said those should be taken up with the Chief. Mr. Driscoll said some of these matters were raised with the Chief and not dealt with and that is why he had to wait until the matter came before the Fire Commission. Once Captain Mitchell became permanently reassigned then the matter was before the Commission. President Jefferson asked George Riley, Special Assistant, City Attorney's Office, to comment. Mr. Riley commented that President Jefferson's interpretation of the rule was correct and that Mr. Driscoll wanted to bring to the Commission's attention that there is a pending complaint before the Department of Fair Employment and Housing which is a matter of litigation which should not have impact on the Chief's decision. Mr. Driscoll still wondered why he could not raise certain points about the sequence of events that occurred immediately prior to the letter dealing with Captain Mitchell's permanent reassignment. Mr. Driscoll commented that the Chief of Department should not be allowed to retaliate against a member. President Jefferson responded that if a member has a formal grievance against the Chief it should be filed and then the matter will be brought before the Commission on that basis. Mr. Driscoll said the complaint has already been filed and when the Department was reminded of the complaint, all of a sudden the issue of permanent reassignment took place. The order listing vacancies had been drafted and Captain Mitchell's position was not part of that order. Circumstances seem to indicate that reassignment is made as retaliation. President Jefferson suggested that Mr. Driscoll file a charge of retaliation on behalf of Captain Mitchell.

There were no further questions or discussion and the matter was filed as ordered.

A) Formal Hearing (Cont'd from Meetings of 1D-24-89 & 11-28-89)

Formal Hearing concerning formal complaint filed by Frederick F. Postel, Chief of Department, on October 17, 1989, against Lieutenant Henry L. Manning, charging him with violations of the Rules and Regulations as follows:

Section 3912 - Intoxicants/Drugs

Section 3956 - Acts Detrimental to
Welfare of Department

Secretary Connors informed the Commission that since the last meeting he has received two memoranda from Lieutenant Manning; one advising the Commission that he has pled guilty to both charges, the second advising the Commission that he will be represented by Ms. Eva Paterson, attorney-at-law. Deputy Chief Boscacci, in response to questions from President Jefferson, indicated that he had not heard from Ms. Paterson. He took this opportunity to update Lieutenant Manning's status. In keeping with the Department's goal to maintain a drug-free workplace, Lieutenant Manning was relieved from duty on October 14, 1989, and placed on suspension pending hearing before the Fire Commission. He will remain in a suspended without pay status until this matter is resolved. Lieutenant Manning has committed himself voluntarily to the Delancey Street substance abuse program. The Department has received a letter from Ms. Sheryl Green, Intake Department, DeLancey Street Foundation, confirming Lieutenant Manning's tentative acceptance. Lieutenant Manning is presently residing at their San Francisco facility. Lieutenant Manning is scheduled for a pre-leave of absence examination and drug/alcohol screen tomorrow at Fire Department Headquarters. Once that requirement has been met, and the requirement concerning the surrender of department property has been fulfilled, his request for leave of absence to deal with substance abuse problem will be considered by Chief Postel. At this time, all the necessary documents and requirements have not been completed by Lieutenant Manning. The Department at this time requests that this issue be continued until the next meeting so that the Commission can have all facts and information before it makes a ruling.

President Jefferson noted that leaves of absence are granted at the discretion of the Chief of Department, but the Commission can revoke such a request. He inquired what further documentation will the Department receive establishing that Lieutenant Manning has been accepted into the program. Deputy Chief 8oscacci indicated that the Department would receive a copy of the contract between DeLancey Street and Lieutenant Manning. President Jefferson inquired if the Commission grants the continuance and the Chief approves the leave of absence, that leave is contingent upon his successful completion of the program. Deputy Chief 8oscacci replied affirmatively. President Jefferson ordered the matter continued to the next meeting.

6. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted eleven letters commending members of the Department for response to requests for assistance on emergencies.

President Jefferson directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

City of Louisville
Department of Public Health and Safety
601 W. Jefferson Street
Louisville, Kentucky 40202-2728

November 27, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I would like to take this opportunity to thank you for your assistance during our visit to your city. I especially want to mention the assistance we received from Lieutenant Paul Fuhrman. He was very helpful in providing us with transportation and information during our visit to the earthquake site. Our trip was very informative and it will certainly help us in disaster planning for the Louisville area. Thanks again for all the time and effort you and your staff took to assist us.

Sincerely,

/s/ THOMAS T. KUSTER, Director

* * * * *

Drew College Preparatory School
2901 California Street
San Francisco, California 94115

November 1, 1989

Assistant Chief Joseph A. Medina
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Asst. Chief Medina:

On behalf of Drew College Preparatory School, I would like to express our appreciation for the professionalism of the San Francisco Fire Department, especially Inspector Terry Collins, who appeared Thursday, October 19, 1989, to survey the premises and who certified our facility to continue operating the school.

This is indicative of the swift response and courtesies accorded by your Department and the members of your station who have so swiftly met this emergency. It shows the San Francisco spirit which rises again after a disaster, such as a 7.1 earthquake.

Sincerely,

/s/ JAMES HENRY, Headmaster

* * * * *

A) Letters of Commendation (Continued)

The City of San Diego
Fire Department
525 B Street, Suite 805
San Diego, California 92101

November 29, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I would like to take this opportunity to thank you for the time you and your staff extended to Chief Stepanof and the group from San Diego during their short visit to your city following the major earthquake.

I understand your personnel did an outstanding job in dealing with the many problems confronting them as a result of the quake.

I realize that with the many problems you were confronted with, you were hard pressed to take the time to handle the deluge of people requesting information concerning the earthquake. I want to personally thank you and your staff for being so helpful in sharing information with our people. We both know the information you are so kind to share will prove to be the seeds in harvesting future earthquake preparedness, and hopefully with this information we will be able to save many more lives when the next big one hits.

Sincerely,

/s/ JOHN DELOTCH, Fire Chief

* * * * *

San Francisco Unified School District
135 Van Ness Avenue
San Francisco, California 94102

November 27, 1989

Fire Marshal Joseph Medina
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Fire Marshal Medina:

I want to express my personal thanks and sincere appreciation to you for the outstanding manner in which you responded to the challenges presented by the October 17 earthquake. During those difficult and stressful days following the quake, you provided much needed assistance to the San Francisco Unified School District. Through your efforts and those of your staff, we were able to quickly ascertain the safety of our buildings and resume the educational program for our city's public school students.

I am grateful for your significant contribution to our recovery from the earthquake and for your commitment and dedication to the education of our city's children.

Sincerely,

/s/ RAMON C. CORTINES
Superintendent of Schools

* * * * *

6. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Department of the Navy
Commander
Naval Base, San Francisco
San Francisco, California 94130-5018

November 22, 1989

Lieutenant Paul Fuhrman
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Lieutenant Fuhrman:

Now that the earthquake and its aftershocks are past history and we slowly return to normal oprations, I have been able to turn my attention to some overdue business. Fleet Week seems like it was ages ago but my memory of your contribution in making it a success has not faded in the least.

Your personal efforts in coordinating parking near Municipal Pier for our official Fleet Week Staff during the Opening Ceremony saved us considerable time, effort, and frustrations in transitting through the crowds of spectators. Please accept my sincere appreciation for your important contribution to Fleet Week 1989. I hope we can look forward to your support for Fleet Week 1990.

Sincerely,

/s/ J. W. BITOFF
Rear Admiral, U.S. Navy

* * * * *

California Fire Chiefs Association
Training Section
Northern Division

November 9, 1989

Captain Al OaCunha
San Francisco Fire Department
2310 Folsom Street
San Francisco, CA 94110

Dear Al:

Thank you for a well organized and educational meeting. I know from experience that it takes a lot of effort to put it all together. A complement is in order for all your people who attended the meeting. They were constantly answering questions from the guys during breaks, at lunch and at the drill tower. A super bunch you have there.

I stopped at Station 9 on my way home to show the guys from Mariposa the fire boat. The people at the station were super. They gave us a tour of the boat and station as well as a few war stories on the quake. There is a lot of esprit de corps at that station.

Find enclosed extra membership applications and a copy of the meeting roster. Thanks again Al, to you, your Chief and your department.

Sincerely,

/s/ RICHARD KLEIMAN, Treasurer

* * * * *

A) Letters of Commendation (Continued)

Lolli's Castagnola Fine Sea Food Restaurant
286 Jefferson Street
San Francisco, California 94133

September 8, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

I wish to take this opportunity to commend the following firemen: Captain James Edwards, Firefighters George Haney, Gordon Leidecker, Jerome Polizzi and Douglas Robbins.

On the evening of August 21, 1989, a U.S. Navy Seaman went on a drunken rampage causing considerable property damage.

Upon request for additional help from the Police Officer in charge, the Fire Department responded in minutes.

Many of us who watched the whole operation were impressed with their professionalism, effectiveness and understanding of the problem.

Sincerely,

/s/ ANDREW R. LOLLI, President
Castagnola's, Inc.

* * * * *

Schlessinger & Associates
333 Kearny Street
San Francisco, CA 94108

September 13, 1989

Chief Frederick F. Postel
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Postel:

On Monday morning, August 28, 1989, my wife became very ill and Engine 14 responded.

These men were outstanding! They immediately gave my wife oxygen and had her fairly stable by the time the paramedics arrived.

I would appreciate it very much if you would express my thanks to each and every one of these men as I unfortunately did not get their names as I was a little upset.

My wife is home after spending five days in intensive care and is recovering nicely.

Thanks again to your men of Engine 14.

Very truly yours,

/s/ FRANK J. SCHLESSINGER

* * * * *

6. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

J. P. Cahn
279 Dalewood Way
San Francisco, California 94127

October 9, 1989

Chief Frederick F. Postel
San Francisco Fire Department
26D Golden Gate Avenue
San Francisco, CA 941D2

Dear Chief Postel:

Please accept my appreciation for the manner in which the personnel of Engine 39 handled a smoke alarm in my home caused by an overheated coffee pot. They responded to the ADT call promptly, entered my home without causing any damage to speak of and turned off the burner under the pot which I had accidentally left on "warm." I am also grateful to ADT's personnel for all their help over the years.

It would have been easier for them to have kicked in a door than to have taken the trouble to enter the way they did. I am most grateful for their consideration and highly professional manner.

Sincerely,

/s/ J.P. CAHN

* * * * *

September 15, 1989

Firefighters of Station 13

This morning, I heard the bashing of cars at the corner of Washington and Battery. When I looked over my balcony I was impressed to see a firefighter running up the street. Moments later the fire engine followed him. I watched ~~them~~ all take charge of the situation - instant action. Impressive.

Thanks! I'm glad you're nearby. To the guy who ran the block - my compliments!

/s/ EUGENIE J. MAYNARD
388 Market Street, Ste. 4D0
San Francisco, CA 94111

* * * * *

September 17, 1989

Dear Friends:

The Brandi Family sends heartfelt thanks to you for your efforts on Saturday, September 9, 1989, around 4:45 p.m. Dur "gll" emergency had a happy ending. We all thank you for your immedite response, your reassuring manner, your competence, your human sympathy.

Al did go to the hospital for a three-hour observation and will do some follow-up tests but we are quite confident all is well. It took about a week for us to recover from the scare, however.

Dnce again, the Brandi's thank you for your support. It was a wonderful experience to see a community at work helping someone in need.

/s/THE BRANDI'S
116 Alhambra Street
San Francisco, CA 94123

* * * * *

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for November, 1989.

a. There are 203 unfilled positions in the uniformed forces:

181 are vacant and 22 represent retirees receiving their accumulated sick pay.

b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>October</u>	<u>November</u>
Vacation : Annual	25.72	22.13
IDV	7.03	5.63
F/H	3.69	2.47
Compensatory Time	2.97	2.60
Sick Leave	15.76	14.50
Disability	18.38	14.47
Military Leave	.07	.07
Other (LD/CTR)	3.3B	4.17
Total	77.00	66.04

c. The following W.D.O.'s were awarded during the month of November:

7 - H50 Assistant Chiefs, for 24 hours
26 - H40 Battalion Chiefs, for 24 hours
54 - H30 Captains , for 24 hours
134 - H20 Lieutenants , for 24 hours
58 - H10 Chief's Aides , for 24 hours
949 - H2 Firefighters , for 24 hours

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

131 - Triple Combination Pumps
23 - Aerial Ladder Trucks
12 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

9 - Triple Combination Pumps
1 - Aerial Ladder Truck
4 - Miscellaneous Vehicles

iii) The following apparatus was out of service and stored in stations awaiting assignment to Central Shops for repair:

1 - Triple Combination Pump
1 - Aerial Ladder Truck
0 - Miscellaneous Vehicle

iv) The following apparatus were available for relief purposes:

3 - Triple Combination Pumps
0 - Aerial Ladder Truck
1 - Aerial as city service truck (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ FREDERICK P. POSTEL
Chief of Department

Commissioner Bretz moved and Commissioner Quinn seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

Reported the following PROBATIONARY appointments:

EFFECTIVE DATE - DECEMBER 4, 1989

H20 Lieutenant

Joseph R. Carlomagno
(vice: Anthony Simi,
apptd. H30 Captain)

Thomas A. Siragusa
(vice: Kevin Gonzalves,
apptd. H30 Captain)

George H. Garcia, Jr.
(vice: Daniel Fulmer,
apptd. H30 Captain)

Stephen H. Cassidy
(vice: William Long,
apptd. H30 Captain)

Henry H. Jebe
(vice: Gerald Fennell,
apptd. H30 Captain)

Robert E. Evans
(vice: Frank Grimley,
apptd. H30 Captain)

Willard V. Smith
(vice: William Shore,
apptd. H30 Captain)

Mark V. Groshong
(vice: Gary Lavaysse,
apptd. H30 Captain)

Frederick C. Walsh
(vice: John McOermott,
retired)

Charles E. Elzey
(vice: Funds from vacant
H28 Lieut., Training,
Paul Davis apptd. H30 Capt.)

Commissioner Quinn moved and Commissioner Bretz seconded.
There were no questions or discussion and the report of probationary appointments was adopted on recommendation of Chief of Department.

Chief Postel invited the officers to step forward. Chief Postel briefly summarized the assignments held by each officer during his service with the Department. Chief Postel administered the oath of office and pinned on the badge of office.

C) Probationary Appointments (Continued)

Lieutenant Joseph Carlomagno introduced his wife, mother, father and sister.

Lieutenant Thomas Siragusa introduced his wife, daughter, mother, mother-in-law and friend.

Lieutenant George Garcia introduced his wife and son.

Lieutenant Stephen Cassiday introduced his wife, daughter, mother and father.

Lieutenant Henry Jebe introduced his wife, daughter, son, mother and father.

Lieutenant Robert Evans introduced his wife.

Lieutenant Willard Smith introduced his two sons and two friends.

Lieutenant Mark Groshong acknowledged presence of his family and commented that it was a happy moment.

Lieutenant Frederick Walsh introduced his wife, mother, sister, brother and brother-in-law.

Lieutenant Charles Elzey introduced his wife, son, daughter, brother-in-law and friend.

President Jefferson congratulated all the new officers and then called a recess.

Pecess : 1830-1845

D) Leaves of Absence

Submitted requests for leaves of absence with pay for the following:

Frederick F. Postel, Chief of Department, for three days, December 6 through December 8, 1989, in order to attend the Third Annual Fire Chiefs Seminar presented by the League of California Cities in Monterey, California. No cost to the City is involved.

Captain Richard Bracco, Station 10, for four days, December 8 through December 11, 1989, in order to attend a seminar presented by the Institute for Life Safety Technology and Emergency Management Education (LSTEME) in Denver, Colorado. There is no cost to the City other than replacing Captain Bracco on December 9, 1989.

(Note: Fire Commission pre-approval requested and granted.)

Commissioner Bretz moved and Commissioner Soulis seconded. There were no questions or discussion and the requests for leaves of absence with pay were adopted on recommendation of Chief of Department.

6. REGULAR CALENDAR - NEW BUSINESS

E) Certificates of Merit

Presented Certificates of Merit for services rendered in the Marina District subsequent to the earthquake:

California Conservation Corps	- Joe Griffin
San Francisco Conservation Corps	- Robert Burkhardt
Marin Conservation Corps	- Don Neuworth (three members of his Corps were present)

Chief Postel invited the three honorees to step forward. He noted that after the earthquake members of the Conservation Corps provided round-the-clock security and other assistance to the residents of the Marina, and in so doing displayed dedication, compassion and caring. By their actions they also assisted the San Francisco Fire Department. Chief Postel asked Mr. Burkhardt to make some remarks about the Conservation Corps. Mr. Burkhardt noted that the San Francisco Conservation Corps is the oldest urban Conservation Corps in the United States. During the last six years, approximately 15 other cities have founded urban Conservation Corps. People between ages of 18 and 23 are looking for a challenge, and discover what it means to be a contributing member of our society. The daily regimen includes physical fitness, classroom activities (reading, writing, etc.) public service projects, discipline, safety, and initiative. It is a rite of passage for many young people. The earthquake and other disasters provide an opportunity to show the members how the discipline and training can be put in practice.

Commissioner Bretz commented that the Conservation Corps did an outstanding job, and when they were removed from the area, the residents really missed their presence. Their members performed remarkably courageous and sensitive work and it is very much appreciated.

F) Resolution No. 578 - Policy on Language Diversity

Submitted for adoption City-wide "Policy on Language Diversity," as recommended by General Manager, Personnel, Civil Service Commission.

Commissioner Quinn moved and Commissioner Bretz seconded.

President Jefferson advised the public that the Commission was adopting a "Policy on Language Diversity," and that all City departments were asked to adopt the same or similar policy.

There were no further questions or discussion and Resolution No. 578 was adopted on recommendation of Chief of Department.

G) Apparatus Acquisition Program

Report from Assistant Chief James Lynch concerning status of lease purchase for apparatus - fiscal years 1988-89 and 1989-90.

Chief Postel reported for Assistant Chief Lynch who was excused due to illness. The aerial acquisition plan is as previously stated: two to arrive in May and two in June. Soon, Captain Gilbert Moreno, Bureau of Equipment, will visit the manufacturing plant to attend a pre-construction conference. The triple combination pumpers' purchase orders have been issued to 3-D. Commissioner Quinn asked how long it takes to outfit apparatus upon arrival. Chief Postel indicated it takes about two months.

H) Proposed Charter Amendment

Submitted proposed Charter amendment reclassifying officer ranks in the Division of Fire Prevention and Investigation (Section 3.542), amending Section 8.327 concerning promotional examinations and amending Section 8.405 concerning compensation.

Commissioner Bretz moved and Commissioner Quinn seconded.

Chief Postel summarized the effect of the proposed Charter amendment as follows: the officer positions in the Division of Fire Prevention and Investigation will be reclassified from H32 Captain to H40 Battalion Chief and from H22/H24 Lieutenant to H30 Captain. Persons who have achieved officer ranks in the Division of Fire Prevention and Investigation through examination would be reclassified as H40 Battalion Chief and H30 Captain respectively. Of the nine officer positions, four hold rank as a result of an examination. An H4 Inspector examination will be given in 1990. In the future, the H4 Inspector, H6 Investigator, and H20 Lieutenant will be allowed to take the H30 Captain examination. This proposal will provide increased latitude in management. People will be able to move back and forth between Suppression and Prevention as the need arises. The annual cost of the Charter amendment is \$30,000. The need for three promotive examinations will be eliminated.

Robert Demmons, President, Black Firefighters Association, asked that the matter be continued. He did not think it was a good idea to change the H4 Inspector position to H20 Lieutenant. The Black Firefighters Association has asked for an H4 Inspector examination for years. There has not been a list since 1977. That examination is also mentioned in the Consent Decree.

Commissioner Bretz thought the proposal was an enhancement because higher ranks were being created. Mr. Demmons thought there would be problems trying to create job-related exams. There are over 200 H20 Lieutenant positions and only 20 H4 Inspector positions. Which skills and abilities would be tested - codes or suppression activities?

Chief Postel commented that there seemed to be a misunderstanding. The Department is not proposing to do away with the H4 Inspector position. From the standpoint of promotional opportunities, it would be placed on a par with an H20 Lieutenant - both could take H30 Captain exam. The Department anticipated contracting for an H4 Inspector exam in February/March 1990, issue the announcement at the same time, and conduct the exam in July/August 1990. The supervisory positions in the Bureau of Fire Prevention will be H30 Captains and H40 Battalion Chiefs.

6. REGULAR CALENDAR - NEW BUSINESS

H) Proposed Charter Amendment (Continued)

Commissioner Quinn inquired as to how the training for these new roles would be handled. Chief Postal replied that the training would be provided for those going to Prevention and those going to Suppression. He noted that the supervisors are managers. Persons would bring their skills and expertise to their new assignments.

President Jefferson expressed concern as to how these experiences could be used in the different areas of operation. Chief Postal noted that future exams would test for suppression skills and prevention skills more so than in the past. He commented the other fire departments do this.

Commissioner Quinn commented that this discussion points up what was talked about in the past. The Department needs to enhance training for officers. He suggested that in the coming year a comprehensive training program for all officers should be developed.

Mr. Demmons commented that an H4 Inspector who successfully competes for an H30 Captain exam will leave the Bureau of Fire Prevention for a more desirable assignment in Suppression. Thus, the Bureau of Fire Prevention will lose its core of experienced inspectors. There are two separate career ladders. President Jefferson asked Mr. Demmons to explain how this proposal impacts the Consent Decree. Mr. Demmons replied that the Bureau of Fire Prevention for years has been one of the most integrated units in the Fire Department, although most of the inspectors are limited tenure. By opening the process to more than 280 people the Department is reducing opportunities for those people who want to spend their career in Fire Prevention. Their promotional opportunities are diluted because more officers can compete for jobs previously open to fire prevention personnel only. Chief Postal noted that before 1964 the Lieutenants in Fire Prevention came from Suppression. They stayed in Fire Prevention until they passed an H30 Captain exam and, then, some returned to Suppression. It is not a new concept.

Inspector Craig Brown commented that the issue of lost expertise is a very valuable one. Persons who become Inspectors or Investigators go into training and only become valuable after several years of on-the-job training. It takes years of commitment to learn the codes, the process, how to establish a case, etc. It would be a tragedy to lose that expertise by putting it into a general pool of examinations. Inspectors would become a dead-end rank in the Department. Lack of training is one of the biggest problems in the Bureau. Four of the five officers came into the Bureau from H6 Investigator positions. When he came into the Bureau he received no training. He was in a District within a week of being assigned to the Bureau. Lack of training is a morale problem as well as officer supervision, etc. There may be a need for reorganization in the Bureau, and he would commend the Chief for looking into this. Training will continue to be a problem if people who are predominantly from Suppression take an avenue into Prevention for a stop along the way. They will not be able to manage or motivate those who know the codes and have spent their time and training in fire prevention. It is a long process.

James Ahern, Secretary, Firefighters Local 798, acknowledged that a meet and confer session was held with the Administration where the Charter amendment's concept was discussed. Today, the Executive Board of Local 798 discussed the Charter amendment and the membership meeting is scheduled for Thursday. The Executive Board's concerns include: lack of time to evaluate and provide feedback with possible changes; there are two separate promotional ladders, each requiring its own expertise. Something may be lost in allowing lateral

H) Proposed Charter Amendment (Continued)

transfers. There is a training an education concern for in-service activities. He asked that the item be removed from consideration at this time; that a cooperative effort be undertaken among Firefighters Local 798, Bureau of Fire Prevention and Administration where all concerns can be addressed. Some specific concerns are that certain positions would be blanketed in without examination, and lateral transfers may work to the detriment of the San Francisco Fire Department.

Chief Postel responded to one of Inspector Brown's comments by noting that there is a training program in the Bureau of Fire Prevention run by Captain Patterson. He noted that the Charter amendment could be approved tonight, introduced before Monday, and subsequently withdrawn if a consensus cannot be reached. Commissioner Quinn expressed concern that the Charter amendment came to the Commission so late, he did not feel he was in a position to vote on it tonight. Chief Postel commented that it does not have to be adopted tonight; that it could go on the November ballot and he would negotiate with the parties that have concerns. Commissioner Quinn has some concerns about transferring back and forth. He likes the idea of cross-fertilization between Prevention and Suppression, but he is concerned about people who have been in Prevention being transferred to Suppression without experience and training. President Jefferson suggested that the item be held over for the November ballot and in the meantime the concerns be identified and dealt with so all parties can be satisfied that the proposal will work. He commented further that if these changes are going to be made that the Administration must identify the type of training and related issues that will be necessary to make this work effectively. Commissioner Soulis thought that he would benefit by a delay as it would give him more time to study the issues.

Inspector Ernest Li offered the following comments. The Fire Department is structured like a triangle, its principal parts include Suppression, Prevention and Investigation which are difficult to separate. To permit lateral transfers and to think it will produce a stronger and more vibrant organization sounds nice but in this case you do need specialists in all three parts of the triangle. You cannot get efficiency if you are going to "cross-pollinate." There are other subtleties here, such as training. Inspectors have been on the job for up to eight to ten years. They teach each other. Codes change. If standards were established we would not be passing from superior to subordinates. When a new inspector joins the Bureau he would receive the up-to-date standards that apply to all inspectors. We have to look forward, especially in light of the earthquake. Going out in the field as an Inspector we are very limited because we are overtaxed. There are a lot of things out in the field which need to be addressed. For example, there are not enough inspectors to make sure every sprinkler system is certified within its five year period of time. We need more inspectors and more public education. Another problem in the Bureau is that there are two different types of inspectors - civilian and uniformed, which creates an internal problem because we have specialists but you cannot use civilian expertise to go with suppression expertise because they are a little bit different. We need one type of inspector. In my opinion, we should restructure existing system. I believe the civilians are willing to incorporate into one type of inspector; they would be willing to give up civilian status through attrition and agree to remain only in Prevention. This would make the inspectors become one and we could cover a broader range, plus internal bickering would be cleared up, we could concentrate efforts on real job of fire prevention which is to educate the public, taking care of all certifications that need to be done on time. The race and gender of the Bureau surpass Consent Decree guidelines.

H) Proposed Charter Amendment (Continued)

President Jefferson encouraged everyone involved to pursue consideration of the Charter amendment. The Commission wants to get involved in this fundamental area of fire prevention in terms of how it is structured and how it could be made more effective. The Commission is open to the views of everyone as it regards how that end may be most effectively achieved. He asked the Chief to suggest some ways that the Department could have a full evaluation of this issue that would involve all the people who expressed a concern about it and maybe additional hearings before the Commission or special meetings could be held when people would be invited to participate. The Commission does not have to be the only forum where these things have to be considered. Maybe at the next meeting there will be some thoughts on how that might be done. Commissioner Quinn asked that when Chief Postel is developing background materials that he spell out what kind of prevention activities that are performed by the suppression forces and the feasibility of enhancing that responsibility. President Jefferson also asked Firefighters Local 798, the Black Firefighters Association, and anyone else who is interested to submit to the Chief their views on this matter, so that the Chief could provide this information in summarized form to the Commission.

There were no further questions or discussion and the matter was continued to the call of the Chair.

I) 1990-91 Budget

Submitted Fire Department's 1990-91 budget workbook.

Secretary Connors noted that the item is on the Calendar to signal that the 1990-91 budget process has begun, and in that regard the budget workbook for next fiscal year has been distributed to each member of the Commission, the Chief and his staff. The final budget has to be submitted to the Controller no later than February 14, 1990, and in the interim this issue will appear on the next Fire Commission meeting and it may be necessary to hold special meetings prior to adopting next year's budget. Similar to last year, the Mayor's Office will be providing a baseline budget representing the total amount of general fund dollars to be allocated to the Fire Department. Requests exceeding baseline will have to be prioritized, explained and argued for separate from the baseline budget. The budget workbook at this time definitely exceeds whatever the final baseline figure will be. The Chief and his staff will review the workbook, make reductions and submit final recommendations to the Commission. He will recommend a priority list for those items greater than baseline. The Commission will adopt those items above baseline in accordance with their priority determinations. Ultimately, a meeting will be held with the Mayor to request his approval of prioritized items above baseline.

Commissioner Quinn wanted to confirm the fact that this budget workbook was developed before the earthquake and represents the requests of the various program managers. Secretary Connors replied that was true.

J) Public Comment

No comments were made by the public.

7. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a) to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

Closed Session was not held.

There being no further business to come before the Commission, the meeting was adjourned at 1955 hours.

Raymond G. Connors
Secretary

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JOURNAL OF PROCEEDINGS

FIRE COMMISSION

San Francisco, California

December 26, 1989

Due to the absence of a quorum,
no meeting was held on this date.

Raymond G. Connors
Secretary

